

THE UNIVERSITY OF MICHIGAN

SENATE ASSEMBLY

MINUTES OF MAY 20, 1991

ATTENDANCE

Present: Bord, Borgsdorf, A. Brown, M. Brown, Burdi, Cameron, Chiego, Cowan, D'Alecy, Daly, Debler, Diana, Douthit, Duell, Eggertsen, Gazda, Gidley, Goepfinger, Green, Gross, Hayashi, Jenkins, E. Jensen, Katehi, Kunkel, Larson, Loveland-Cherry, Marcelo, Montalvo, Morley, Mosberg, Mosher, Olson, Penchansky, Russell, Saxonhouse, Schwartz, Senkevitch, Silverstein, C. Smith, Tentler, Teske, Tosney, Vinokur, Warner, Watkins, Woods; Schwartz, Savory, Heskett.

Absent: Anderson, Angus, Billi, Birge, Cole, Cox, Crandall, Didier, Fellin, Griffin, Hollingsworth, A. Jensen, Kabamba, Kimeldorf, Koopmann, Kramer, MacAlpine, Markus, Ocasio-Melendez, Organski, Papalambros, Porter, Razzoog, Schwank, G. Smith, Stein, Tinkle, Wheeler, Whitehouse, Woo, Yang; Schessler.

MINUTES

The minutes of April 15 were approved.

ANNOUNCEMENTS

A description of the Regents' Award for Distinguished Public Service was presented to members of the Assembly. Diana encouraged members of the Assembly to share details of the award with colleagues. Nominations are due by June 21 and should include a statement about the candidate's public service activities and accomplishments. Send nominations to the Faculty Senate Office, 4008 Fleming, 1340. The award will be presented in the Fall.

The Big Ten Conference has decided that each participating institution will have only one faculty representative and for the UM that will be Professor Percy Bates.

Professor Tom Tentler from the History Department resigned from SACUA. Cynthia Marcelo from the Medical School will complete his term.

Dr. Peggie J. Hollingsworth's closing remarks to the Senate Assembly, which she was unable to deliver at the May 15 meeting, are included as an appendix in the minutes of April 15.

WELCOME TO NEW SENATE ASSEMBLY MEMBERS

Diana provided background information for new members of the Assembly. The Senate Assembly began in 1965, but SACUA has a much longer history. Approximately one-third of the Assembly membership changes each year. The number of

representatives per unit is based on the total number of faculty in the unit. The Senate Assembly elects members of SACUA, who serve three-year terms. If an Assembly member is unable to attend a meeting a substitute may be sent in their place. To improve the accuracy of the minutes please identify yourself when addressing the Assembly.

"BUDGET REALITIES AND THE ACADEMIC CULTURE" WILLIAM C. STEBBINS, CHAIR, BUDGET PRIORITIES COMMITTEE

The Budget Priorities Committee (BPC) serves as advisor to the Provost. For the past decade the University's budget has been dismal. In the 1980s, "smaller but better" were the keywords. Unfortunately that approach was unsuccessful in part because the "greater" faculty were bypassed in the process and because in reality no money was saved. In the 1990s the fiscal picture looks worse. The cost containment report focuses on bottom-up participation, which it is hoped will bring about change in the culture. At this time a key element is faculty participation. The objective is to spend our budget more wisely and efficiently. The President and the Provost recognize the need for faculty participation. BPC has identified increased support for senior faculty salaries as well as equity for clerical salaries, improved undergraduate education, support for graduate students, and the infrastructure as its priorities. The only way to acquire the necessary dollars is through reallocation. The Provost's Advisory Committee on Excellence (PACE), consisting of faculty and administrators, is dealing with the issue of reallocation of dollars. BPC has identified duplication of efforts as well as comparable services available for less in the private sector as areas to focus on; an example would be campus mail. Both BPC and PACE report to the Provost. The thrust of both efforts is to get faculty involved in the decision-making process. A major objective is to change the culture.

Professor Woods asked how much of the administrative growth was tied to federally mandated data collection?  
Answer: Some of the growth can be tied to new federal government regulations but not all.

Professor Jensen asked if the money the Provost was passing down to the units was being well monitored? Answer: Not well monitored. Once granted, the expenditure of these funds is in the hands of the Deans and Executive Committees.

Professor Diana asked if the faculty should legitimize PACE, that is, support it as a separate entity? Answer: That is a question for the Assembly to decide. In Professor Stebbins' opinion there is more than enough work to do for both PACE and BPC.

Professor Smith asked if it is ever more cost effective to have both central and local offices? e.g. minority affairs, ITD. Answer: It may vary with the task being done, in some instances we may need to duplicate efforts.

Professor Debler stated that to achieve a cost-effective bottom-up approach it is necessary to receive guidelines from above in order to get many people involved.

ANNUAL REPORT OF THE TENURE COMMITTEE, STANLEY BERENT, CHAIR

The purpose of the committee is to review cases under consideration for dismissal and to consider policies that affect the tenure process. Approximately 3-5 anonymous requests for review are received each year. The committee has nine members, meetings are held monthly. The committee's priorities include: non-tenure track appointments, procedures for achieving tenure, extensions, lifting of the mandatory retirement age and competency, and the overall concept of tenure. The working hypothesis is that tenure evokes strong feelings from all, that the concept is not easy to understand, that the application and achievement of tenure are characterized by great diversity, that is, there are multiple ways of achieving it, and that tenure is crucial to the University's mission and should be documentable. Underlying the tenure issues are job security, the right to due process, peer acceptance, and individual reward. Tenure is seen as the means to or the representation of academic freedom.

Professor Burdi stated that tenure gives a faculty member the freedom to follow one's own research goals and research is central to the mission of a unit. Tenure gives a faculty member the freedom to follow individual pursuits.

Professor Vinokur asked what Dr. Berent believes will be the impact of interdisciplinary work on tenure review? The response was that it will be taken into consideration during the review process.

Professor Penchansky asked if there were standards for tenure. Dr. Berent responded that the committee has collected standards used by each UM unit. There is great diversity among the units, as each includes research and teaching but to varying degrees. Dr. Berent indicated that the goal is to make the process objective, but it is still subjective.

Professor Saxonhouse asked if tenure will disappear. The response was that at present the committee is choosing not to conclude that tenure is in danger, rather that it is crucial to the future of the University. At some point the faculty may be called upon to document the importance of tenure to their jobs.

U.S. DEPARTMENT OF DEFENSE POLICY BARRING FULL PARTICIPATION OF LESBIANS AND GAY MEN IN ROTC

A resolution from SACUA Chair James Diana was distributed to Assembly members with the request that it be read prior to the next Assembly meeting when a vote will be

taken. As background information, it should be noted that the U.S. military believes that homosexuality is incompatible with its basic tenets. The issue in general came to SACUA's attention via a communication from the University of Wisconsin-Madison. The Civil Liberties Board endorsed the concept of lobbying against discrimination. It is also interesting to note that there is not a state of Michigan law that makes sexual orientation discrimination illegal. At present, 400 UM students receive ROTC funding.

Professor Brown, the faculty representative to the Military Officer Education Program Committee, stated that the committee had no objection to the recommendation. He suggested that Lt. Col. Gregor of the ROTC program at UM address the Assembly.

Col. Gregor indicated that he does not endorse nor oppose the resolution. He also stated that exclusion from military service is not discriminatory, although he did make a statement in support of exclusion. He also noted that when in military service everything one does, both on and off duty, is subject to military judgment.

Professor Gross indicated that there was clear racial discrimination in WWII and that it is important for us (the faculty) to try to influence military policy. He suggested that the Assembly take a stronger stance.

In conclusion, Professor Diana stated that the revised policy will be discussed by SACUA and submitted to the Assembly for discussion and voting at the June meeting.

ADDRESS BY PRESIDENT DUDERSTADT

The President gave a presentation on threats to academic freedom and the University of Michigan. A summary of the address made by President Duderstadt will be circulated in the Fall.

ADJOURNMENT

The meeting was adjourned at 5:30 p.m.

Respectfully submitted,

*Diane G. Schwartz*

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Senate Secretary