

THE UNIVERSITY OF MICHIGAN

SENATE ASSEMBLY

MINUTES OF 21 MAY 1990

ATTENDANCE

Present: Hollingsworth, Anderson, Billi, Bord, Brooks, Brown, Burdi, Chesler, Crandall, Croxton, Debler, Didier, Korzeniewski, Drabenstott, Duell, Eggertsen, Gazda, Goeppinger, Greenwood, Jenkins, A. Jensen, E. Jensen, Kabamba, Kimeldorf, Koopmann, Larson, Lomax, Loveland, Marcelo, Miller, Morley, Mosher, Ness, Nesse, Olson, Penchansky, Potter, Raper, Razzoog, Ross, Senkevitch, L. Tentler, T. Tentler, Teske, Warner, Wheeler, Williams; Kilham, Heskett, Savory, Schessler.

Absent: Angus, Borgsdorf, Bornstein, Cameron, Diana, Dirks, Fellin, Foss, Friedman, Gilgenbach, Green, Gross, Grosse, Hayashi, Jones, Mignolo, Montalvo, Mosberg, Papalambros, Radine, Rosenthal, Russell, Saxonhouse, Schwank, C. Smith, G. Smith, P. Smith, Veroff, Woods, Yang, Yano.

Professor Ness convened the meeting at 3:20 p.m.

MINUTES

The minutes of 19 April were approved.

WELCOME TO NEW SENATE ASSEMBLY MEMBERS

The new Senate Assembly members were introduced. Each member was urged to get on to the message system in order to improve communications. The information packet was reviewed.

OLD BUSINESS

Professor Debler noted that the Regents had not made any public announcement about a significant gesture of reconciliation toward Nickerson, Markert and Davis. He made a motion that a status report be requested on this issue. The motion was seconded. It carried unanimously.

COMMITTEE APPOINTMENTS

Approval was asked for the nominees for committee assignments (included in the information packet).

Senkevitch made a motion to approve the nominees (Lomax seconded). The motion carried unanimously.

FINANCIAL AFFAIRS ANNUAL REPORT

Professor Tom Hickey, Chair, presented the report (distributed). The key points of the report were outlined.

Hickey suggested that an item for the agenda for the coming year would be the broad issue of ethical concerns and conflict of interest.

Among the key issues addressed in 1989-90 were:

Changes in TIAA/CREF policy: There were a small number who favored 100% cash-out at the time of retirement. The recommendation is to study this further and in more depth. The recently completed report gives the sense that a conservative approach will be favored by the Regents, with some percent increase in the proportion being available for cash-out, but not 100%.

Flexible benefits: The Committee on the Economic Status of the Faculty took the lead role on this issue, and Financial Affairs supported the decision not to move on this yet. It was recommended that the people involved in evaluating the next step in this discussion be very knowledgeable on this issue and that faculty be involved at an earlier stage.

Parking: The committee did not spend a lot of time on this, but again supported the faculty position for graduated rates and a desire to take a longer view on planning. A preliminary estimate of a rate based on salary level was about 1% of salary. Perhaps a two or three tiered system with more commuter lots available would be a reasonable compromise.

UNIVERSITY RELATIONS ANNUAL REPORT

Professor Charles Eisendrath, Chair, presented the report.

The committee was convened in January, 1990, as an advisory committee to Walter Harrison, Executive Director of University Relations. There are 13 members. The scope of the issues are both internal and external relations. Among the major topics that will be addressed are:

- minority affairs
- state relations
- University image both internal and external
- University relations with Detroit

A subcommittee has been established to examine ways to increase communication among the minority students on the campus. With regard to state relations, service to the State by faculty members is being considered. Committee members looked into what is already being done within particular units. State outreach programs have been dismantled over the last 10 years, except for the Medical School and the School of Natural Resources. The committee will be submitting a new classification for what constitutes state service.

A future agenda item will be to look at ways that faculty contribute service to the University.

TENURE COMMITTEE ANNUAL REPORT

Professor Thomas Moore, Chair, presented the report (distributed). The highlights were:

There are three main issues:

- elimination of mandatory retirement by age
- periodic reviews of tenured faculty
- tenure probationary extension (which was enacted by the Regents in March for dependent care).

Some remaining issues:

- career lecturers
- non-tenure clinical track appointments in the Medical School and similar proposals from Law and Dentistry; of particular concern is the erosion of the faculty voice.
- issues of institutional memory
- confidentiality of peer review letters
- criteria statements from each of the 24 units for tenure (these will be reviewed further).

"RIGHTS AND RESPONSIBILITIES OF MEMBERSHIP IN THE UNIVERSITY COMMUNITY" REVISED VERSION

Professor Ness noted that there had been many rich discussions of issues of harassment and discrimination. How can we as a community affirm issues of free speech and still make specific statements about acceptable behavior? The decision was to make a brief, strong, positive statement of rights and responsibilities. A first draft of this document was considered by the Senate Assembly in December 1989.

Professor James Winn redrafted the statement (distributed). It primarily serves a positive and symbolic purpose.

Professor Burdi: Could you define 'community?' Winn: I took this to be students, faculty and staff.

Professor Chesler: I am struggling with the content. This is primarily a statement of freedom of speech and not a statement of rights and responsibilities. It fails to speak to issues in the Mandate. Issues of race, gender and harassment need to be specifically addressed. We should specifically promote justice, facilitation of learning, and issues of a multicultural community. Winn: I am merely the scribe. I view the issues you raised as ideologically based ones that would decrease the desired general nature of the document. I share your concerns about the specific issues and would welcome any suggestions.

Professor Senkevitch: I don't have a problem with adding a few embellishments. This is a significant improvement on the previous document and I congratulate Professor Winn on that.

Professor Winn: I suggest that any changes that are made result in no more than a one page document.

Professor L. Tentler: I strongly endorse this statement. I wish it were not necessary, but I fear that it is.

Professor Ness: This statement may serve as a cover document for more specific issues. I would hope that it would be generally ratified throughout the University as a basic document. It is brief and broadly cast, but also focuses on our unique issues. We could form a subcommittee to redraft the document if necessary.

Professor Didier: I think there is another document with nearly the same title about use of information technology. Maybe the title should be recast.

Professor Ness: This statement is different in both title and intent. The document from The Information Technology Division refers to Proper Use of Information Technology.

Professor Penchansky: I think this statement addresses the concerns of the Mandate more than we might think. I think a change in the title might be a good idea.

Professor Debler: I suggest adding 'and expression' after free speech in the second paragraph.

Professor Warner: I think that the title carries the impression that it is both necessary and sufficient. I agree it is necessary, but it is not sufficient. It shouldn't subsume all rights and responsibilities.

MOTION:

Professor Crandall: I make a motion for general acceptance of the statement with some modification of the title and

more specific language about diversity and the Mandate
(seconded by Ross).

Professor Ross: I think this is a very nice statement and perhaps a change in title will be sufficient.

Professor E. Jensen: I think that a redrafting committee needs to be very clear if this document is intended to stand alone or serve as a preamble for other documents dealing with specific issues.

Professor Jenkins: I propose we take a straw vote?
The straw vote was as follows:

Document is: fine as is: 20
 some modifications needed: 19
 fine as is with a change in title: 19

Professor Ness: There is no consensus here. Let us recast the vote, and vote for one of the following:

Fine as is: 18
Just change title: 14
Form a subcommittee to make modifications: 6

Professor Ness: It looks as if a change in the title with no changes in the statement will please the most.

Professor Hickey: Perhaps we should just add 'fundamental' at the beginning of the title.

Professor T. Tentler: That addresses the problem of necessary but not sufficient.

Professor Brown: Perhaps we should delete the title all together and just call it the Senate Assembly Statement on behalf of the faculty.

Professor Senkevitch: I think setting the tone with the title is appropriate. I suggest: Fundamental tenets of membership...

Professor Brown: If the spirit is in the title, then delete the statement.

Professor Potter: I think perhaps it should be called the University of Michigan Senate Assembly Statement of Membership.

Professor Billi: Add at the end of the title 'regarding freedom of speech and diversity'.

Professor E. Jensen: I think getting 'rights and responsibilities' out of the title might help. Just: 'Membership in the University Community.'

Professor Debler: How about 'some' rights and responsibilities...?

Professor Warner: I support Senkevitch's suggestion of 'Fundamental Tenets of Membership in the University Community.' I think we should not have Senate Assembly in the title.

Professor Kabamba: I think this statement does cover all rights and responsibilities. Can anyone tell me what else is there that isn't covered here?

Professor Senkevitch: I still think there is a question about the degree of inclusivity of the statement.

Another straw vote was called for on the title:

Membership in the University Community: 7
Fundamental Tenets of Membership in the University
Community: 23

MOTION

Professor Crandall was asked and agreed to accept a slight rewording of his original motion:

I move to accept the statement in principal with the title of 'Fundamental tenets of membership in the University community', but send the statement to a subcommittee for some revision about the specifics of diversity and the Mandate.

For the motion: 7
Against the motion: 23

MOTION

Professor Senkevitch: I move to accept the statement with the title 'Fundamental tenets of membership in the University community' (second: Potter).

For the motion: 33
Against the motion: 3

Professor Ness: The next thing would be for SACUA to return next month with a strategy statement about what to do with the document. I thank Professor Winn for his excellent work.

DRAFT RESOLUTION ON PARKING FEES FROM DR. HORNBACK

Professor Hornback's resolution received the support of many more than the necessary two Senate Assembly members.

Professor Ness summarized the issue again for the benefit of the new Senate Assembly members.

Professor Koopmann: How do departments pay for this? Ness: This is left unspecified.

Professor Brooks: I thought I heard earlier today in the Financial Affairs Committee report that parking was being further considered. Ness: The administration proposal for changes in the fee structure was approved by the Regents. This new draft resolution would reinforce our distress at this decision.

Professor Crandall: The University does not seem to recognize that a large number of the staff get something close to the minimum wage, which has not increased much in the past several years. We should be strong in arguing for a progressive fee structure.

Professor Didier: This was argued for by the BPC in general terms.

Professor Debler: There seems to be a willingness to consider a graduated rate as a response to the distress of the University community.

Professor Penchansky: I think this resolution is too strongly worded.

Professor Warner: I think we should delete the second paragraph.

MOTION

Professor Olson: I move to table this resolution and bring it back at the June meeting with some rewording (second: Brown).

For the motion: 33

Against the motion: 1

REMARKS OF THE OUTGOING SACUA CHAIR

Professor Ness made closing comments about his year as Chair of SACUA (distributed).

At the conclusion, Senate Assembly rose in a standing ovation.

INTRODUCTION OF DR. PEGGIE J. HOLLINGSWORTH, SACUA CHAIR

Professor Ness introduced Dr. Hollingsworth by quoting the citation from the Academic Women's Caucus Sarah Goddard Power Award, which Dr. Hollingsworth received in January, 1990:

Dr. Peggie J. Hollingsworth is a scientist, scholar and advocate who, in a quiet and selfless manner, made outstanding contributions to the University of Michigan and to the cause of underrepresented minorities in the university community and in the wider society.

From the beginning of her scientific career she focused on the interaction between biology and chemistry. After graduating from the University of Toledo in 1959 with a degree in both disciplines, she worked in hospitals as a research technician while completing her M.A. in molecular biology from Bowling Green State University. By 1972 she was at the University of Michigan administering a material and metallurgical laboratory in the School of Engineering, and in 1983 she earned her Ph.D. in Toxicology from the School of Public Health. She is currently an Assistant Research Scientist in the Toxicology Research Laboratory in Public Health and in the Medical School's Department of Pharmacology.

Her involvement with issues in the larger community are exemplified by two highly acclaimed symposia on addictive drugs for professionals in medicine and social work. At science fairs, career days and on the podium she encourages women and minorities to pursue higher education--especially at Michigan. For those who come, she continues to be a faculty advisor and friend, providing support and encouragement. As a member of a wide variety of organizations and committees, including SACUA, the Academic Women's Caucus, the Women's Initiative Group, Women in Science, and as Chair of the task force on Minority Student Recruitment Initiative in Health and Biological Sciences, she has worked tirelessly to address issues of equity, opportunity, access and harassment.

Peggie is an accomplished scientist, a champion of equality and justice for all and an energetic and effective leader.

Dr. Hollingsworth responded by thanking Professor Ness for keeping us all on the straight and narrow for this past year. His actions were always marked by his personal insight, wisdom and good humor. The SACUA Chair is a demanding position, and Professor Ness' actions were always on behalf of the faculty.

Dr. Hollingsworth then thanked the excellent staff in the Faculty Senate office: Dr. Laina Savory, Executive Assistant to SACUA, Teryl Schessler, Research Associate, and the support staff: Sandra Heskett and Sharon Wieland.

PROPOSAL FOR FACULTY REPORTS TO THE REGENTS

This proposal was distributed. Faculty governance always functions best when there is a flow of information. We want to enhance this process and better inform the University about activities in which we are all involved.

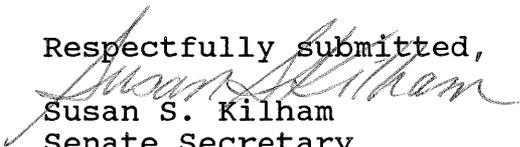
We also intend to make better use of the Alpha discussion groups this year. We will use them in the June meeting when we discuss the Safety Task Force Report. Please watch the message system for the planning activities before the June meeting.

Professor Senkevitch proposed a resolution of thanks to Professor Ness for his firmness, thoughtfulness and grace in his leadership of Senate Assembly. This was greeted by a hearty round of applause.

ADJOURNMENT

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

Respectfully submitted,


Susan S. Kilham
Senate Secretary