

THE UNIVERSITY OF MICHIGAN  
SENATE ASSEMBLY  
MINUTES OF SEPTEMBER 21, 1992

ATTENDANCE

Present: Beam, Billi, Birge, Blair, Blinder, Bord, Brewer, A. Brown, Brusati, Cameron, Cowan, Coward, D'Alecy, DeCamp, Didier, Douthit, Ensminger, Frey, Gidley, Griffin, Gull, Hayashi, Irani, E. Jensen, Kaplan, Katehi, Keener (Alt. for Cole), Kelley, Kunkel, Larson, Lawson, Lopez, Lynch-Sauer, Marcelo, Mosher, Mukasa, Olson, Penchansky, Scheppele, Schwank, Semetko, Shirley, Silverstein, C. Smith, R. Smith, Stensones, Sutton, Thum, Tinkle, Tosney, Voss, Warner, Watkins, Whitehouse, Whiting (Alt. for Stein), W.J. Yang; Thorson, MacAdam, Heskett.

Absent: Anderson, Angus, M. Brown, Chiego, Cox, Crandall, Danley, Eklund, Fellin, Gilsdorf, Greene, Gross, A. Jensen, Kabamba, Koopmann, Kramer, Montalvo, Organski, Razzoog, Toman, Tremper, Wheeler, Woo, V. Yang.

Ejner Jensen, Chair, convened the meeting at 3:20 p.m.

WELCOMING OF NEW SENATE ASSEMBLY MEMBERS

Jensen welcomed the new and continuing Assembly members. He requested that members identify themselves and their unit as they speak. He then introduced the members of SACUA: Don Bord (vice chair), George Cameron, Elaine Didier, Henry Griffin, Ejner Jensen (Chair), Cynthia Marcelo, Roy Penchansky, and Charles Smith.

MINUTES

The minutes of the meeting of May 18, 1992, were approved as submitted.

ANNOUNCEMENTS

Jensen announced that the Task Force on Evaluating Administrators, chaired by John Knott, will be reporting to the Assembly later this fall.

The Task Force on Mandatory Retirement, chaired by Stephen Darwall, will be preparing an interim report by the end of the fall term.

Ejner Jensen will be the first speaker in the Presidential Lecture Series on Academic Values; his address, entitled "Arresting Changes: Visions and Values in the University," will be given on October 13 at 4:00 in the Rackham Amphitheatre.

Catharine Stimpson, University Professor at Rutgers University, will give the third annual Davis-Markert-Nickerson Lecture on Academic and Intellectual Freedom on February 18, 1993 at 4:00 in the Rackham Amphitheatre.

Jensen outlined the SACUA committee structure and introduced Dr. Jayne Thorson, Executive Assistant to SACUA. Thorson noted the kinds of support the Faculty Senate Office provides the faculty governance system. Some examples are: the central coordination of ombuds for each unit; the background work that is being done on the faculty grievance procedure; the progress of the clinical/research track study; and work-study support for advisory committees. She then invited members to let the office know if there were ways for the staff to assist them.

Jensen reminded members of the Assembly of the reception hosted by the Provost and Mrs. Whitaker today following the Assembly meeting and thanked the Whitakers.

Jensen briefly reviewed the nature and purpose of the Senate Assembly and urged faculty to raise issues and contribute a compelling and responsible voice to the governance of our campus.

ASSEMBLY COMMITTEE APPOINTMENTS

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

<u>NAME</u>	<u>SCHOOL/UNIT</u>	<u>TERM EXPIRES</u>
<u>Academic Affairs Committee</u>		
Rita Loch Caruso	Public Health	9-1-95
Christopher Flint	LSA (EngLang&Lit)	9-1-94
<u>Committee on the Economic Status of the Faculty</u>		
Scott Masten	Business Admin	9-1-94
John Tropman (Chair)	Social Work	9-1-93
<u>Government Relations Advisory Committee</u>		
Dimitris Pavlidis	Engineering	9-1-94
<u>Research Policies Committee</u>		
Gary Was	Engineering	9-1-95
<u>Student Relations Advisory Committee</u>		
Joan McGowan	Dentistry	9-1-93
<u>Tenure Committee</u>		
Satwant Samra	Medicine (Anesthes)	9-1-94

The motion passed.

SACUA APPOINTMENT

Bord, representing SACUA, moved approval of John Birge, Professor of Industrial and Operations Engineering, to serve on SACUA through April 30, 1994. He is replacing Jean Goeppinger, Professor of Nursing, who resigned. The appointment was approved.

PLANS FOR CONSIDERATION OF A FACULTY HARASSMENT POLICY

Jensen noted that President Duderstadt has asked that SACUA take a leadership role in drafting a Faculty Harassment Policy. SACUA is currently designing the process for consideration of such a policy: a group of Assembly representatives will be responsible for bringing the draft policy for discussion at faculty and executive committee meetings within their units. The results of these discussions will be brought back to the Assembly for discussion and review.

LEGAL ADVISORY COUNCIL GUIDELINES

In May, the Assembly called for creation of a Legal Advisory Council to advise faculty. Jensen noted that there was consultation on the legal liability of individuals serving on the council and asked George Cameron to offer additional background. Cameron reported on the consultation regarding legal implications. Roy Penchansky suggested that new Assembly members might benefit from a summary of discussion regarding the guidelines; the Assembly was referred to the minutes of the May 1992 meeting. Frank Whitehouse asked if there was exploration of liability insurance regarding such activities.

OLD BUSINESS

There was no old business.

### NEW BUSINESS

George Brewer opened a discussion of his upcoming motion on creating a faculty newsletter. He expressed his concerns over the ability of Senate Assembly to effectively influence University affairs and to serve as a forum for productive discussion. Brewer outlined how a faculty newsletter might advance these objectives. Brewer made the following motion: "that Chair Jensen appoint a committee to study and review the feasibility, advantages and disadvantages of establishment of a faculty newsletter by Senate Assembly and SACUA. This committee should also identify and review various options for funding and mechanisms of operation. The committee should strive to report back to the entire Senate Assembly in no longer time than 3 months from this date. Adequate time for debate of a faculty newsletter by the Senate Assembly should be provided at the time of the report." The motion was seconded and opened for discussion.

Penchansky suggested that the purpose, timeliness, and alternatives of producing a newsletter should be looked at.

Kaplan asked about publishing articles in the University Record?

Griffin raised the issue of assuring that, whatever mechanism was selected, the newsletter is used for the purpose for which it was intended.

Scheppele suggested that a printed newsletter would not allow timely discussion and response to issues. She recommended that a computer conference be considered as an alternative that would facilitate quicker reactions and more efficient exchange of ideas.

Billi asked to liberalize the charge to the committee to explore and improve communications (including using the newsletter, a computer conference, and the Record).

Brewer responded that the charge as constructed would encompass a broader examination of communication.

Jensen agreed that the charge to the committee would be written broadly, to include examination of several means of communication, including computer conferences.

The motion to appoint a committee as written above was approved by the Assembly.

### REMARKS BY PROVOST WHITAKER

Gilbert R. Whitaker, Provost and Vice President for Academic Affairs discussed some issues he felt were of common concern to the Assembly. He reported on the successful kick-off of the Campaign for Michigan for which the target is one billion dollars over five years; a seven year counting period will be used -- two prior to the announcement and the five subsequent years. He expressed confidence in the campaign efforts. The Provost stressed the effort as an opportunity to increase the importance of private donation to the fiscal picture of the university, and summarized the campaign goals. He emphasized the equal importance of using the current resources better, and the need to come to a shared understanding of how to do this. Better use of existing resources should ultimately result in both support for faculty and students across the range of Michigan's endeavors in all their diversity.

Areas in need of improvement are both fiscal and cultural. He reviewed the fiscal picture for the upcoming year(s). Proposal C would have serious repercussions for the budgets of higher education institutions. The Provost summarized the role of tuition revenue and the difficulty of imposing additional increases, and noted the reduction of indirect cost rates. The interest on fund balances has declined and there appears to be limited opportunity for growth in this area. Costs are expected to continue to rise and be noted in several specific areas: library acquisition, facilities renovation, compensation, and financial aid.

Cultural changes include: the need to commit to diversity so all individuals can fully participate in the University community and to become a truly caring multicultural environment; the need to bring up new ideas to challenge and debate; the need to cherish new ideas from the entire community and respecting the individual while rigorously debating ideas; the need to make criticism responsible, based on facts and data; the need to

examine non-classroom teaching by faculty and to recognize the complex and important interrelationships among all the members of the community. The intellectual background of M-Quality emphasizes participative management with quality as a shared goal, a binding theme of shared governance. In many ways this draws upon the model of faculty governance and extends it to other sectors of the University. There will be an opportunity for faculty and staff to attend a program on TQM. One of the goals of TQM is to eliminate bureaucracy, a process that through simplification generally results in cost-saving.

On the academic front: money has been set aside to mitigate the projected budget shortfall next year to protect some particular initiatives; the undergraduate initiative to improve the quality of education for the first two years (e.g. the undergraduate research opportunity program); and an effort to become more international. Faculty groups are at work to suggest an international focus to research and teaching. Recommendations will be made by early October to launch a specific effort in this regard.

Kaplan asked what will happen if the legislature tries to reduce support because of the capital campaign acquisition.

Whitaker replied that our ability to help ourselves fiscally will not jeopardize our support from the legislative. The legislature probably supports our going out to find additional revenue.

Brewer asked if the initiatives outlined would include faculty compensation?

Whitaker replied that while the cumulative effect of the Campaign for Michigan will be to improve the fiscal picture of the university, it can't directly be used for base-salary budget. But salaries will be the highest budget priority next year throughout the University.

Birge asked how improvement is judged and how local improvement is balanced against a larger picture?

Whitaker replied that there are national sets of data comparisons we can use. Financial aid is an example where we have to do better. One example of improvements is the various units within the Student Activities Building have regularized their hours so that students find consistent service availability. We can do thousands of little things like that.

Sutton asked if we have thought about the emerging economic climate and its impact on our ability to offer futures for our students who can no longer find jobs?

Whitaker replied that one of the things to do is to broaden options for our students through programs and curricula in our units that help prepare students for work.

Penchansky suggested that maybe we have to consider downsizing to ensure that students will get jobs over the next decade.

Whitaker replied that one problem with downsizing is that it reduces revenue, in excess of reducing costs.

The Provost concluded that we need to recognize how well we are positioned to meet the challenges ahead.

#### ADJOURNMENT

Jensen adjourned the meeting at 5:00 p.m.

Respectfully submitted,

Barbara MacAdam  
Senate Secretary, pro tempore