

Minutes of 22 September 2008  
Circulated 22 September 2008  
Approved 27 October 2008

THE UNIVERSITY OF MICHIGAN  
SENATE ASSEMBLY MEETING  
22 SEPTEMBER 2008

**Present:** Abdoo, Altschuler, Andre, Bergin, Boxer, Clague, Culver, Currie, Ensminger, Fitzgerald, Fossum, Fraser, Frost, R. Green, Hardin, Hirshorn, Karni, Kearfott, Ketefian, Koopman, Larsen, Lehman, Lenk, Lim, Maybaum, Moore, Mueggler, Najita, Navvab, Ottaviani, Poe, Potter (Chair), Prygoski, Queen, Reddy, Rothman, Salesa, Samson, Saunders, Shah, Sheets, Smith, Staller, Sweeney, Thompson, Thornton, von Buelow, Wakefield, Ziff

**Requested Alternate, none available:** Lomax-Medicine, Maher-Medicine, Yang-Medicine

**Alternates:** Jones (Brown-Retiree), Zhang (Patil-Medicine)

**Absent:** Adriaens, Andjelkovic-Zochowska, Avi-Yonah, Denver, Dey, Eagle, Frier, Friesen-Lynn, Geary, C. Green, Jackson, Kabamba, Kosch, Mahalingam, Primus, Rahme, Riles, Senkevitch, Silverman, Stark, Thouless

MATERIALS DISTRIBUTED

1. Draft Senate Assembly Agenda
2. Draft minutes of the Senate Assembly meeting of 22 May 2008
3. Senate Assembly Action Items: Committee Membership (electronic item)
4. Report of the Grievance Principles Task Force (electronic item)
5. Health Benefits. Annual Health Costs per Active Employee

Chair Potter convened the meeting at 3:15 P.M. The draft agenda was adopted.

CONSIDERATION OF MINUTES

The minutes from the 21 April 2008 meeting were declared approved as submitted, based on the absence of any submitted corrections. Notes recorded at the 19 May 2008 meeting were acknowledged.

ANNOUNCEMENTS

1. The CIC meeting on faculty governance will be held in Ann Arbor on 31 October.
2. Discussion of Grievance Principles will be on the agenda for the October Senate Assembly meeting.
3. SACUA has scheduled a meeting with university officials about benefits on 13 October. All Assembly members are welcome to attend. Please contact [harbison@umich.edu](mailto:harbison@umich.edu) to RSVP.
4. At the conclusion of the 27 October Assembly meeting, the Assembly will host a Regents Candidates Forum.

5. Future members of SACUA will receive \$3000 in research funds in recognition of the heavy service load required. Perhaps this will encourage more candidates to seek the office.

#### APPROVAL OF COMMITTEE MEMBERSHIPS

Professor Ketefian moved approval of the proposed slates of committee members (Fraser seconded). The motion was approved unanimously. The chair declared that Assembly members were welcome to offer additional nominations in the future.

#### VISIT OF PROVOST

The Chair introduced Provost Sullivan at 3:25 P.M. The provost read from prepared remarks and illustrated her talk with a PowerPoint presentation

(<http://www.provost.umich.edu/speeches/SenateAssembly2008.html>). Key elements involved:

- U-M re-accreditation in 2010
- Interdisciplinary New Faculty Initiative
- Electronic Student Learning Portfolios
- Online Textbook Reporting
- Grievance Policy Reform
- Health Benefits
- Vesting for Retirement Plans
- University Budget Stability

The provost concluded her prepared remarks at 4:00 P.M. Professor Ketefian asked whether the U-M was working with other universities to bring pressure on Congress for progress on health care benefits. The provost replied that the U-M was actively engaged in the debate, but that recent developments on Wall Street may push the issue to a back burner.

Professor Frost asked whether the transition to online electronic course evaluations has been well studied in lieu of the different pools of responders under online and paper evaluation models. The provost replied that the nature of biased response rates was unknown at present, and moreover, the Department of Education has suggested that paper evaluations violate FIRPA.

Professor Abdoo asked whether other benefits, such as tuition reimbursement, would be considered in the benefits package. The provost replied that their outside consultant has assured the executive officers that the U-M has a much richer benefits portfolio than other schools.

The provost said that it is not clear that events on Wall Street have had any serious effects on the U-M endowment. She added that she does think some donors may feel less inclined to donate funds, and that she is concerned about students' abilities to obtain educational loans.

The provost addressed a series of questions about the decisions of executive officers regarding health benefits and operation of the benefits advisory committee. She said that the executive officers have made the decision to "go to market" on the portion of health benefits paid by the employees. She said that the benefits advisory committee may deliberate privately until they have a draft report for review. She said that the definition of the "university sector" was a set of peer institutions with whom the U-M competes.

Professor Ketefian inquired about distributed item 4 regarding faculty grievance policy. The Chair asked Professor Lehman to describe the history and status of grievance reform. Professor Lehman reviewed the actions by Senate Assembly in 2006-2007 calling for reform and featuring specific proposals. Then in 2008 the provost appointed a committee to articulate principles that should be incorporated in future grievance procedures. The principles are consistent with the Senate Assembly's 2007 report. The provost has now asked SACUA and the Senate Assembly to respond to the 2008 before formulation of specific implementation policy.

The meeting was adjourned at 4:35 P.M.

Respectfully submitted

John T. Lehman  
Senate Secretary

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**University of Michigan Bylaws of the Board of Regents, Sec. 5.02:**

*Governing Bodies in Schools and Colleges*

In each school, college, or degree granting division of the University, including those at the University of Michigan-Dearborn and at the University of Michigan-Flint, the governing faculty shall be in charge of the affairs of the school, college, or division, except as delegated to the executive committee, if any, and except that in the School of Graduate Studies the governing board shall be the executive board, and in the Medical School shall be the executive faculty.

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