

THE UNIVERSITY OF MICHIGAN

SENATE ASSEMBLY

Minutes of the Regular Meeting of 12 October 1987

ATTENDANCE

Present: Barlow, Bartholomew, Berent,
Bissell, Borer, Brewer,
Carnahan, Checkoway, Chudacoff,
Comninou, Craig, Dandekar,
Davis, Debler, DeCamp, Diana,
Dobbins, Dressman, Durrance,
Floyd, Robinson, Aller, Haefner,
Hinton, Hollingsworth, Hudson,
Hutchinson, Inglehart, Kelsey,
Simms, Kirking, Lenaghan, Lomax,
Lougee, Margolis, McClamroch,
McLaughlin, Meyer, Miller,
Moerman, Moore, Moran, Singer,
Olsen, Olson, Pierce, Reed,
Rosenthal, Scodel, Tentler,
Turner, Whitehouse, Winn,
Wiseman, Wulff, Crichton

Absent: Baird, Alpern, Birdsall, Blane,
Borcherts, Burdi, Edwards,
Eggertsen, Gray, Hook, Lavoie,
Manis, McCarus, Meyerhoff,
Mosher, Muirhead, Oleinick,
Owens, Ross, Sargous, Seligman,
Strang, Werner, Weiler,
Wrobleski

Professor N. Harris McClamroch convened the meeting at
3:16 p.m.

MINUTES

The minutes of 21 September were approved after
correction of a typographical error pointed out by Professor
Moore (misspelling of "slurs" on page 4, 5 lines from the
end).

MATTERS ARISING

Professor McClamroch said that SACUA has been assured
of the Administration's concern about Physical Education
Course 402; interference in course content is, of course,
contrary to policy. With regard to the new University

travel regulations, he stressed that neither SACUA nor the Financial Affairs Committee has approved these in their current form. Persons wishing to comment on them should call Bill Sturgis.

ANNOUNCEMENTS

1. Copies of the University budget are available in the Faculty Senate Office.

2. SACUA is planning future Assembly meetings. Topics included are "Racism and the First Amendment" and "Diversity Initiatives in the Schools and Colleges." Professors Moerman, Lenaghan, Reed, and Margolis are contact persons for suggestions.

THE COMMITTEE ON THE ECONOMIC STATUS OF THE FACULTY ANNUAL REPORT, EUGENE FEINGOLD, (PAST CHAIR) AND JESSE GORDON (CHAIR)

Professor Feingold highlighted CESF activities of the past year. Two reports were made to the Regents. Comparative salary reports are becoming less meaningful as the spread between units and between individuals within units at the UM increases. Analysis of the salary survey was a major effort. Copies of the full report are available from CESF; highlights are included in the annual report which was distributed with the agenda. Others of the Committee's activities were as follows. CESF protested the decision to have the increase in health insurance premiums effective December 1, 1986 shared equally by the University and its employees, in contrast to previous policy, and urged the University to investigate the reasons for the large increase. Subsequently President Shapiro appointed a Health Care Cost Committee, which found that the sudden increase probably could have been avoided through better accounting procedures, and recommended some adjustment upward in the University contribution.

Also, CESF has recommended supplementing the annuities of faculty retirees, or their survivors, who retired during the period 1956-66, when salaries were low. There already is supplementation for those who retired before University employees became eligible for Social Security in 1956. So far, the Administration has resisted. CESF also discussed the issue of alternatives to the basic TIAA/CREF retirement plan, especially for those wanting to have retirement contributions invested in a socially responsible fund.

In conclusion, Professor Feingold referred to the section of the report entitled "Is the Game Worth the Candle?" The Regents and the Administration, he said, are always willing to listen, but often not willing to act. In the ensuing discussion, Professor Tentler asked how many are

in the category of those retiring in 1956-66. Professor Feingold replied that the probable cost of supplementation would be \$100,000 to \$400,000, depending on whether only faculty or all employees are included. Professor Whitehouse said that, in view of the current flux in matters of both investment and payout, the faculty should be polled in a questionnaire. Professor Feingold replied that as long as we are tied to TIAA/CREF we have to accept their method of payout. A report from the TIAA/CREF Special Trustee Joint Committee is expected soon; CESF will respond to the report.

Professor Floyd referred to the section on retirement on page 19 of the CESF report, and recalled that AAUP had published a paper on retirement and tenure buyout which also mentioned the need for counseling. Professor Feingold said that CESF has not provided individual counseling, but believes that the Office of Staff Benefits should be responsible for the counseling needs of the faculty and staff, and may need more counselors. Professor Scodel asked if we could get broken-down data on salaries, since average comparisons with peer institutions have become less meaningful. Professor Comninou, referring to the problem of getting a response from the Administration, said that one way to achieve this is to invite members of the Administration to Assembly meetings. When they come, they should primarily respond to our questions, not just present a prepared statement. Professor DeCamp asked about fringe benefits, such as tuition assistance for dependents. Professor Feingold said that faculty members were polled by CESF on this question and were sharply divided, those with children being in favor of tuition assistance, those without children opposed. CESF thought it was best not to concentrate assistance on one group of the faculty. CESF submitted a proposal to the Administration for unsecured loans for tuition. It went through five drafts, to the last of which CESF suggested minor changes. This was about a year ago. Professor Comninou again raised the question of inviting Administration members to the Assembly. Professor Inglehart supported the idea, saying it would be somewhat like a hearing in Parliament and would stimulate debate. Professor Miller asked if we should decide the game is not worth the candle. Professor Feingold said he was ambivalent, and had partly wanted to alert the Assembly to the difficulties. Professor Winn expressed distress at the tendency to link faculty compensation to unrelated matters such as support for research. Professor Tentler lent his support to the idea of inviting Administration members to respond to questions by the Assembly.

Professor Gordon introduced his report on CESF's current activities with the remark that one feels enormous empathy for Sisyphus, but that it is, after all, the only game in town. The TIAA/CREF Joint Committee report is now out, and CESF has been invited to meet with a TIAA/CREF

representative. Six alternative funds have been proposed, in addition to the money market fund TIAA/CREF hopes to introduce soon; money is to be transferable among the six funds and to TIAA/CREF. CESF has forwarded to SACUA a proposal that Fidelity and Calvert be approved as alternatives to the basic TIAA/CREF retirement plan. The Executive Officers have approved adding the Calvert Social Investment Fund as an additional option for SRA's. Increased options in retirement and health care do make decisions more difficult. The Retirement Subcommittee will consider the need for counseling. The list of peer institutions for salary comparisons is being reconsidered. It would make sense for individual units to have their own list of peers, but this might not be possible. The faculty survey revealed a wide variety of criteria and of information about criteria for merit increases. Professor Gordon posed the question, "How wide should this be?" CESF will consider this question. Health care cost sharing is a continuing agenda item for CESF. The 1986 policy that CESF assumed would be a one-time arrangement, has been continued for a second year. For some Assistant Professors with families, the increased cost amounts to a third of their salary increase. Long term care insurance and wellness programs are other concerns. Among fringe benefits under discussion are flexible benefits, housing assistance, and child care. Merit review procedures and the amount of information faculty have about them are also a concern. In the survey, minority faculty in particular expressed dissatisfaction in this area. CESF is seeking ways of presenting salary requests to the Regents that would be more persuasive, and welcomes suggestions.

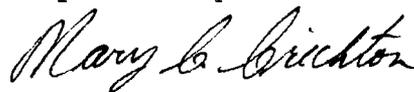
FACULTY GOVERNANCE DIVERSITY INITIATIVES

Professor McClamroch postponed this item until the next meeting because of the need to conclude the meeting before the Faculty Awards Ceremony, scheduled for 4:00 p.m.

ADJOURNMENT

Professor McClamroch called for any Old Business or New Business. Hearing none, he reminded the Assembly of the reception to follow the Awards Ceremony. The meeting adjourned at 3:55 p.m.

Respectfully submitted,



Mary Crichton
Senate Secretary pro tem