

THE UNIVERSITY OF MICHIGAN

SENATE ASSEMBLY

MINUTES OF 15 OCTOBER 1990

ATTENDANCE

Present: Anderson, Angus, Brooks, Brown, Cameron, Crandall, Croxton, Daly, Debler, Diana, Douthit, Drabenstott, Duell, Eggertsen, Foss, Gilgenbach, Green, Hoft, Hollingsworth, Houk, Jenkins, A. Jensen, E. Jensen, Koopmann, Larson, Levy, Lomax, Loveland-Cherry, Marcelo, Markus, Montalvo, Morley, Mosher, Ness, Ocasio-Melendez, Olson, Penchansky, C. Porter, Potter, Radine, Raper, Rosenthal, Ross, Ruff, Russell, C. Smith, Stein, T. Tentler, Warner, Yang, Yano; Crichton, Savory, Schessler, Heskett

Absent: Billi, Bord, Borgsdorf, Burdi, Chesler, Didier, Dirks, Fellin, Friedman, Gazda, Greenwood, Gross, Grosse, Gull, Hayashi, Kimeldorf, Mathes, Mignolo, Morris, Mosberg, Papalambros, J. Porter, Razzoog, Saxonhouse, Schwank, Senkevitch, G. Smith, Wheeler, Williams, Woods

Dr. Hollingsworth convened the meeting at 3:15 p.m.

MINUTES

The minutes of September 17 were approved as corrected.

ANNOUNCEMENTS

A program honoring Dr. Antonia C. Novello, Surgeon General of the United States Public Health Service, Department of Health and Human Services, will be held on Friday, October 19, 10:15 a.m. - 12:00 p.m., in the School of Nursing Auditorium. Those planning to attend should contact Karen Neilson at 963-3631.

The Academic Women's Caucus is soliciting nominations for the Sarah Goddard Power Award. The deadline is October 31. Forms are available from the Affirmative Action Office.

Summaries of Assembly meetings are available on MTS on both UB and UM hosts. The access command is:
\$copy LF2Q:Senate91.txt

COMMITTEE APPOINTMENTS FOR APPROVAL

MEDICAL AFFAIRS ADVISORY COMMITTEE

John Langmore, Biology, for a 1-year term to replace Byron Doneen, Biology, who has resigned.

COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Rashid L. Bashshur, Public Health, for a 2-year term to replace Eddie Boyd, Pharmacy, who has resigned.

Raji M. Rammuny, LS&A (Near Eastern Studies), for a 1-year term to replace William Alexander, LS&A (English Language and Literature), who has resigned.

Approval of the appointments was moved and seconded. The motion passed unanimously by a voice vote.

REPORT FROM THE ACADEMIC AFFAIRS ADVISORY COMMITTEE (aac)

Professor Ronald Lomax, co-chair of aac, presented the report. The committee has been concerned with four areas: governance, teaching, minority affairs, and faculty affairs. More specifically, these have involved: 1) the working relationship of the committee with the Provost; 2) the rewarding of teaching; 3) the proposal for a central minority recruitment office; and 4) faculty involvement in community and campus life. The committee has worked on a report on minority recruitment and retention. The University Record has been publishing reports from SACUA committees, and the aac report is due October 29.

The mandate of the aac is to advise and consult with the Provost and Vice President for Academic Affairs. It used to be customary for the Vice President to attend nearly every committee meeting. In recent years, this has happened only rarely, resulting in lack of communication. The aac often hears of decisions only after they are made. Vice President Whitaker will not be able to meet with the whole aac until October 22, but the co-chairs met with him in early September. He is preoccupied at present with large budget issues, but aac hopes to re-establish better relations. It should be possible for aac to help ease some of the Vice President's burdens.

Questions from the floor were invited. There were none, but Dr. Lomax said he would be willing to entertain questions by phone or E-mail.

FUNDAMENTAL TENETS OF MEMBERSHIP IN THE UNIVERSITY
COMMUNITY: REQUEST FOR RATIFICATION

The text of the resolution as adopted by Senate Assembly on June 18, 1990, was distributed with the call to the meeting.

Professor Ness reviewed the reasons for the resolution: concern over the length, complexity, and controversial nature of harassment policies and the sense of a need for a brief statement of values. This statement was drafted by

Professor Winn. It is a statement of fundamental values without recourse to particular issues. Professor Ness proposed that individual Assembly members take it back to their units for ratification as it stands, analogous to the ratification of a constitution.

There was discussion of the mechanism for doing this. Without a formal vote, it was understood that the member whose name was first in the alphabet from each of the 17 units would take the resolution to the respective unit for ratification, as suggested by Professor Penschansky.

It was then formally moved by Professor Ness (seconded) that we request that Senate Assembly members take the resolution to their respective units for ratification with the request that action be taken within two months. The motion passed unanimously by voice vote.

OVERVIEW OF THE UNIVERSITY'S EXTERNAL RELATIONS

Dr. Hollingsworth welcomed Vice President Jon Cosovich and Assistant Vice President Colleen Dolan-Greene, who were in the audience. She announced that the following persons would address the Assembly at a later time about their respective areas concerning University external relations: Jon Cosovich, Vice President for Development; Henry Johnson, Vice President for Community Affairs; Richard Kennedy, Vice President for Government Relations; Robert Forman, Director of the Alumni Association.

Dr. Hollingsworth then introduced Dr. Walter Harrison, Executive Director of University Relations, who came to The University of Michigan from a similar position at a public relations firm and before that was at Colorado College. Dr. Harrison prefaced his report with the remark that, while he was a professor during the first decade of his professional life, he would have greeted an address from a bureaucrat with the same enthusiasm as he greeted a stack of freshman compositions. Organizational charts of the President's office and the Office of University Relations were distributed. Dr. Harrison noted that some universities would have a senior Vice President for External Relations, but we are a decentralized university.

One responsibility of University Relations is News and Information Services, which is concerned with media relations. It publishes Michigan Today, which is sent to all alumni, and The University Record. Michigan Radio, comprising stations WUOM/WFUM/WVGR, and Marketing Communications, which produces publications and videos for individual schools, are two other areas under the jurisdiction of University Relations. With regard to the University's relations with the people of Michigan, a survey of high school guidance counselors showed a widespread

perception that the University of Michigan is as expensive as the Ivy League for in-state students. There is a need to clarify the public's perception of our tuition and fee structure.

Dr. Harrison outlined four main goals of his office: 1) to enhance the University of Michigan's national and international reputation as an academic powerhouse; 2) to help people in Michigan understand what an important resource the University is for them; 3) to improve internal communications, as requested by President Duderstadt. Dr. Harrison invited questions.

Larson: What is the long-range goal with regard to print versus electronic media?

Harrison: Both. We are not planning to build a TV studio as reported in the Ann Arbor News. We already have two, but we plan to use them. More people now listen to National Public Radio than read the New York Times.

Debler: You indicated you were going to spread the word about scholarship. Will you also stress what we are doing in the educational field?

Harrison: This is difficult to sell to the media. As an example of publicizing teaching, we recently hosted CNN filming UC 299.

Eggertsen: Is there anything that relates to service, such as what Extension used to do?

Harrison: That is a good question. Some units have good public service. Frank Williams is trying to catalogue what we are doing.

Foss: Which unit is best to approach if one has ideas for use of media? What are the probable costs?

Harrison: For a standard video, the rule of thumb is \$2000 per minute. It can cost less, or much more.

Ocasio-Melendez: Flint has its own director of relations.

Harrison: I have tried to develop a working relationship with the four campuses (counting the Medical Center). It is increasingly apparent that we need to think of ourselves as a system.

Dr. Harrison had brought copies of a colorful new brochure about the University for distribution. Prepared with the help of student and faculty focus groups, the brochure is not intended for student recruitment but, for

example, for visiting parent groups, guest speakers, and other visitors to the campus. It is hoped that this is only the first of many editions. Dr. Harrison invited Assembly members to call or write; he warned that he is hard to reach by phone, but can be reached easily by MTS.

PARKING

Dr. Hollingsworth expressed appreciation to Professor Miller, who had returned to entertain questions after discussion of the parking resolution that was postponed from September 17.

Professor Tentler moved to bring the resolution to the floor (seconded). He noted that this was not the SACUA resolution in the packet, but the resolution that was originally proposed by Professor Hornback, amended, tabled, and postponed. He said he was still in basic agreement with Bert Hornback's statement that it is unfair that people earning \$13,000 pay the same as those with high salaries, but it was nevertheless his intention after discussion to suggest we table it indefinitely; he would prefer adoption of the general principles contained in the resolution in the packet.

Ross: I thought that was what I was seconding.

Olson: We need two motions: one to table and one to introduce the new resolution.

Professor Koopmann moved that Professor Tentler's amended motion be tabled to time indefinite.

Professor Ness moved acceptance of the new resolution of October 1 (seconded).

Ness: The administration is not a herd of mules whose attention can be got only with a two-by-four. Also, the new resolution addresses the issue of general fund fees for parking. Parking should pay its own way. The general fund should go to pay salaries and other basic unit expenses.

Ross: The parking charge is far below long-term cost. The social value of parking and driving is negative. I would rather see us raise the salaries of lower-paid staff.

Warner: I sympathize with what Marc has said. We want to encourage people to use alternatives to driving, but I feel there is an equity issue here. Lower-paid staff cannot afford to live within walking distance of campus or of public transportation. If we penalize them for driving cars it is a double penalty. We could build incentives to use feeder lots.

Levy: I would like to ask why this university has the highest parking costs of all state institutions. No other business would ask its employees to pay for parking.

Miller: There was a survey which showed that places with higher parking costs had structures. Those with lower costs had surface parking.

Markus: The true costs of parking are not too much, they are too little.

Penchansky: The scenario is probably not a graded fee structure that would be a reduction from current levels. The issue will be the pattern of future increases.

Stein: Do we have any statistics on the use of structures by people who pay for visitor's permits, or by hotels that sell parking permits? Departmental funds would in a sense be subsidizing visitors and shoppers.

Miller: One type of visitor, non-traditional students, are important clients. For instance, Business Administration pays conference by conference for the spaces that it reserves for executive education. Dental School clients are needed by the dental students for their training; spaces must be made available for them. Construction workers get arrangements for use of parking spaces by the day, the week, etc. There is payment, but is it enough to offset the inconvenience? They used to park on site. One President, noticing the mess that had to be repaired later, insisted that this practice be stopped. There are now 400 spaces per day occupied on the average by construction workers. Use of satellite parking is probably not practical for them. One possibility would be to let them wreck the grass. It might cost less to replace the grass than to provide parking. There are lots of variables.

Ruff: Have issues of safety in structures been considered?

Ness: Yes, there are mechanisms for improving safety. This is probably the most massive trivial issue we have to deal with. We do have the structures. We are concerned with two issues: 1) let us not use departmental funds to subsidize parking; 2) the equity issue.

Brown: I am against both points. Have a set fee, and leave it to departments to subsidize if they see fit. Each department knows which of its members are working peculiar hours and need to come by car. It can subsidize them.

Professor Debler then called the question.

Penchansky: I think we should vote on the two parts separately.

Brown: Point of order. There is a motion on the floor.

A vote was taken on calling the question. The motion carried. The vote on the main motion (the SACUA resolution of October 1, 1990), carried with 24 in favor, 1 opposed.

Professor Penchansky moved to change the wording of the first half to "should not be required to be used." Professor Brown suggested adding: "but individual units may do as they see fit."

A way out of the formal impasse (a motion already adopted cannot be amended) was suggested by the parliamentarian, Professor Olson: that notwithstanding our former action, the Penchansky/Brown suggestion be accepted as an additional interpretation of the document. A vote was taken. The suggestion was adopted with 30 in favor, 10 opposed. The SACUA proposal, as adopted and interpreted, now reads:

Be it resolved:

- 1) that departmental or unit monies not be used to defray parking fees, and
- 2) that parking assessments should be in the form of a graduated fee.

Be it also resolved that:

Notwithstanding the previous action, item (1) above, the intent of the Assembly is that although units should not be required to use unit funds to subsidize parking, units may do as they see fit.

ANNUAL REPORT OF THE COMMITTEE ON THE ECONOMIC STATUS OF THE FACULTY (CESF)

A full copy of the report was distributed with the packet. The report was presented by Professor Roy Penchansky, Chair 1989-90. He reported that CESF had a very active year. Two major initiatives on changes in benefits had to be addressed: a proposal to establish a flexible benefits program in the University and the need for the University to decide if, under new TIAA-CREF rules, there would be a change in the cashability and transferability of the CREF portion of employee retirement accounts. The flexible benefits plan, as proposed, was rejected, and the Regents accepted a plan that greatly increases faculty control over their retirement funds.

CESF requested that the University change the Medicare Part B contribution for the older retirees who receive low retirement benefits and were thought to be disadvantaged because of increases in the retiree contribution level instituted in 1988. The University acquiesced to this request.

In the report to the Regents in April, 1990, a new index comparing UM faculty salaries relative to the highest paid peer University was added to the traditional analyses. CESF decided to focus on two themes: the declining relative position of our full professors and the causes of the increase in our health care costs. The former was the key theme for the year and was the focus of much of CESF's presentation to the Regents in both Fall and Spring. There is compression among the salaries of faculty of different ranks at most schools; it is particularly severe at the University of Michigan where assistant and associate professors are the 5th highest paid among our peer institutions, but our full professors are 13th. CESF does not believe that salary increases this year alleviated the situation.

A discussion of health care benefit costs was incorporated into the Fall presentation to the Regents. Although our costs have been low relative to others, they have been increasing and have become a focus for cost-cutting. Much of the increase can be attributed to new Medical Center programs that encourage more University employees to use our own, high-cost Medical Center. Transferring more of the costs to the employees, who have no control over them, is inappropriate.

Professor Penchansky thanked the committee for its work on these important issues and Teryl Schessler of the Faculty Senate office for her valuable assistance.

Jensen: I have a question on salary compression. If we have no data on age, it is hard to tell how much is due to that factor.

Penchansky: Years in rank or age are not significantly different compared to our peers.

Debler: Will compression cease to be an issue in a few years?

Penchansky: No.

Foss: How many professors are contacting you on the salary issue?

Penchansky: We get very little contact from faculty members on salary issues. There are probably two reasons. 1) We are still paid a reasonable amount. We did hear from some departments that they were having difficulty retaining associate professors because of the compression factor. 2) The higher up you perceive yourself to be, the more reluctant you are to press for salary. There is an inverse relationship between the perceived status of an institution and the interest of its faculty in unionization.

ADJOURNMENT

As there was no Old Business or New Business, the meeting adjourned at 5:00 p.m.

Respectfully submitted,



Mary C. Crichton

Senate Secretary, Pro tempore