

Minutes of 7 February 2005
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THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs

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MINUTES OF THE SACUA MEETING OF 7 FEBRUARY 2004

PRESENT: Berent (Chair), Combi, Ensminger, Giordani, Gull, Lehman, Meerkov, Pedraza, Zorn; Leu, Loup, Schneider

ABSENT:

GUESTS: President Coleman, C. Richardson, M. Schulman, and K. Stampfel

MATERIALS DISTRIBUTED

1. Proposed agenda
2. Draft minutes of 24 January 2005 SACUA meeting
3. Draft minutes of 31 January 2005 SACUA meeting
4. Copy of Freedom of Information Act Request
5. Electronic mail message from Marvin Krislov and John Chamberlin dated 3 February 2005 regarding Ethics Task Force Campus Forum on February 7
6. Electronic mail message from T. Schneider to President Coleman regarding questions for Monday's SACUA meeting
7. Electronic mail message from S. Pedraza to T. Schneider regarding Cherry Commission on Higher Education in the State of Michigan
8. Final Report of THE LT. GOVERNOR'S COMMISSION ON HIGHER EDUCATION & ECONOMIC GROWTH dated December 2004 prepared for Governor Jennifer M. Granholm [provided by President Coleman to SACUA members at her visit]
9. Electronic mail message from C.W. Kauffman dated 4 February 2005 to S. Berent regarding the Ethics Forum
10. SACUA /Senate Assembly Planning Schedule updated 7 February 2005

Chair Berent called the meeting to order at 2:04 p.m.

MINUTES

The minutes of the meeting of January 24th were approved as distributed with three abstentions. The minutes of the meeting of January 31st were approved as corrected with one abstention.

ANNOUNCEMENTS/UPDATES

1. Chair Berent announced that the Human Subjects Subcommittee of SACUA would include Professors Emsinger, Giordani, Pedraza and himself.
2. Chair Berent reminded SACUA members of the Ethics Forum to be held later that day and encouraged all to attend in order to be supportive of the students.
3. Chair Berent and Professor Pedraza reported on their meeting earlier with President Mary Sue Coleman. They shared with her the list of criteria for developing an agreement between faculty and the administration about when formal faculty governance should be involved in decision-making on University matters, and the President indicated she would read it. The President expressed appreciation for Professor Combi's question regarding the Presidential Initiative funds and touched a bit on the Cherry Commission on Higher Education. Professor Pedraza indicated they had asked if the University is putting any pressure anywhere to improve the State's financial support for higher education. President Coleman expects the Governor to redo her higher education budget, as a result of the Cherry Commission's report, but she faces opposition in the Legislature. Chair Berent reported that the President reflected on some concrete issues on which she plans to involve faculty, including budget issues, financial aid, and conflict of interest and conflict of commitment across the campus. On the later topic, she indicated that policies vary across schools and colleges with the Medical School having the most formal process. Professor Lehman pointed out that conflict of commitment came up in President Bollinger's term, initially around the matter of web-based courses. It is a complicated issue for faculty who work over the summer at field stations run by other universities. Chair Berent emphasized the need to watch for any impact on academic freedom or other academic issues. Professor Gull asked if the Google project had been discussed and Professor Pedraza indicated that it had and that the President is very excited about it. Chair Berent said he understood the reasons for secrecy, but wished there were some way to include faculty input in such projects.
4. Chair Berent report on the FOIA request received regarding the administrative evaluation process. He had consulted with Professor Lehman, chair of the AEC, who has provided summary information. Professor Lehman pointed out that the summary does not include any confidential information.

VISIT OF PRESIDENT COLEMAN

President Coleman and Professor Carol Richardson arrived at 2:35 p.m.

President Coleman began by introducing Professor Richardson, a member of the faculty of the School of Music and a recipient of an American Council on Education internship for this term. The President distributed copies of the report of the Cherry Commission on Higher Education. The Commission was appointed in Spring 2004 and included members from all levels of education, labor, and government, many of whom had very different ideas about the role of higher education. She found serving on the Commission a challenging assignment. The Governor has said her goal is to double the number of graduates in the next ten years and the

definition of higher education has been broadened to include associate, technical, and similar degrees. The economy is changing; there is no way people can be successful anymore with only a high school diploma. She believes the Commission gave good advice to the Governor, educating the governor regarding the important role of higher education in generating income and jobs for the people. But she recognizes the State is faced with extraordinary budget difficulties. Professor Lehman indicated he had recently heard some of the radio commercials sponsored by the Council of State Universities and asked the intended audience for them. President Coleman pointed out that in Michigan the link between success and higher education has not been strong and there is a need to change this. She reminded SACUA that, early in the Governor's term when she went around the State to ask citizens what issues needed to be addressed, higher education was ranked at the bottom. The President stated we all have to work on this. There is a tremendous amount of work going on in Lansing to promote higher education. Chair Berent asked specifically what the University does to promote higher education in the State. President Coleman views every opportunity to speak in the State as an opportunity to stress higher education. Whenever faculty go around the State, these are additional opportunities. Referring to the commercials, she said she is quite taken with radio and sees it as an underutilized medium. Chair Berent suggested that the training programs operated by the automotive companies may have worked against the value of higher education. Is there an opportunity here? Professor Coleman stated that Dearborn has a robust masters program geared toward the automotive industry and other efforts are underway.

President Coleman thanked Professor Combi for his question regarding the Presidential Initiatives funding. This was funding, supported by a Kellogg grant, available in the early to mid-1990s on a competitive basis for interdisciplinary research. Two of the proposals became quite successful. She and the Provost have used discretionary funds to continue interdisciplinary work. However, their own funds have been used to absorb budget cuts. They are hoping to do more, but for teaching, not research. Recently she met with a group of about 150 faculty on the possibilities for interdisciplinary work geared toward teaching at the undergraduate level. Professor Combi pointed out there is value in funding for research. The President responded that in time of constraints the question of where the money should be spent is a challenge. There is only so much funding available. Professor Combi pointed out that the federal programs are now having special requests for interdisciplinary research, and the President responded by saying that we need always to be looking for ways of enhancing funding for interdisciplinary work. Professor Pedraza asked if there was any possibility of Kellogg funding this again. The President indicated that recent Kellogg grants have been in the area of Public Health and that the University needs to monitor its appeals to Kellogg.

Professor Giordani asked about the Life Sciences Corridor. President Coleman indicated that the State funding was initially \$50,000,000; that was reduced to \$15,000,000, but is now back to \$30,000,000. Anybody can apply. Depending on the category collaboration with another institution may be required. The grants are reviewed by an outside group, a full peer review, and only good science is funded. Some proposals are reviewed for commercial viability. The University has been enormously successful here. She suggested that SACUA invite the Life Sciences Institute director, Alan Saltiel, and the associate director, Liz Barry to report on their activities.

Professor Giordani asked the President to identify issues that she sees as critical at this time. President Coleman responded by saying she will be bringing an issue to SACUA very soon, and that is the issue of conflict of interest/conflict of commitment. Last fall the administration decided that the University was out of step with the rest of the world on this issue. In addition, there is concern about the variability among the schools and colleges. She will want SACUA to look and comment on the proposed policies. The challenge is finding the balance that all faculty and staff should do. Professor Lehman asked if there was any change planned in the one-day-per-week rule, and the President responded no. In many circumstances, conflict can be managed, but you have to know that there is conflict. We need good procedures. The discussions on this topic are very complicated. Professor Lehman asked if there would be time for faculty to chew on this and the President responded that she hoped to. In particular, it will be valuable to have an alert on areas that will be challenging to administer. Professor Lehman reported that a number of faculty had expressed concern that they are intimidated and fearful of retaliation if they contribute to the evaluations of administrators. In particular, there is a concern about confidentiality. The President indicated that she had not heard such comments. Professor Lehman said the concern is variable, more so in some units than others. President Coleman stated that she sees this University as a place that really tries to encourage openness. Local governance is very important. Professor Lehman asked whether the President or Provost could support the AEC process. The President replied that she had been very clear, that the recent evaluation of administrators is SACUA's process. She has a different process she uses for evaluation.

A second issue, identified by President Coleman, was recently brought up by Harvard's President Summers' comment on women in the academy. She indicated that the comment has generated so much discussion nationally. Michigan has the ADVANCE program. We need to be concerned about science education for men and women nationally. What is your opinion? Are we doing the things we should be doing? Do you think the ADVANCE project is a good idea? ADVANCE is funded by the National Science Foundation. The goal is hiring more women into Engineering and the Sciences. We have good results in hiring, but not in the area of retention. She pointed out that the SACUA discussions on child care issues have had an impact on central discussions. Professor Giordani agreed that there are issues related to retention. It is time to look at the quality of life issues. Units have different viewpoints on issues related to family. Professor Lehman stated that he is concerned about an administrative culture which varies from unit to unit. Professor Giordani pointed to the Medical Dean's survey on quality of life issues as an example that might be useful elsewhere. Professor Zorn expressed his feelings that faculty have been hammered over and over on the topic of hiring, promotion, and retention of women for a long time even though we have made obvious, continual progress for more than a decade. In LSA we have had three women deans, additional women associate deans, women chairing our largest departments, and numerous appointments of women to distinguished professorships. Many departments have seen a dramatic increase in percentage of women on the tenure track. The public statements from the University do not express much satisfaction with these changes. President Coleman reported that she had talked with two young women in Physics and they are ecstatic about their experiences, and she was very pleased. Maybe we need to be more positive. Professor Giordani suggested the University look at the environment that will keep these people here. Why is this a problem? What can we do? President Coleman said she would find out when the draft policies will be ready for SACUA input.

Professor Meerkov stressed that the President and the Provost were unsupportive of the AEC process. The President stressed “that was not the correct phrase. This is a faculty-led process. It is your process. You do it.” Professor Meerkov encouraged the President to look at the data from the recent evaluation as a tremendous resource, as it represents input from over 900 faculty, about 30%.

President Coleman and Professor Richardson left the meeting at 3:30 p.m.

QUESTIONS FOR FEBRUARY 14 VISIT OF PROVOST COURANT

Chair Berent indicated that he and Professor Pedraza will be meeting with the Provost on Thursday morning and asked for suggestions of questions or topics to be discussed. He suggested that two topics which seemed appropriate include the Provost’s thoughts on the governance criteria document and Professor Combi’s question regarding the Presidential Initiatives. The Chair asked about the issue of conflict of interest/conflict of commitment. There are two ways to look at issues they bring to us. We should never feel compelled to meet their deadlines. It is all right to provide immediate feedback to the extent we can, but we should continue to discuss and provide additional feedback. Professor Ensminger expressed concern about the monitoring of faculty activity. Chair Berent pointed out that this is a hot topic nationally. The National Institutes of Health are doing it, and the University is a highly visible institution. Professor Zorn indicated that things like this come up when one or two abuse the system. The Chair stated that SACUA needs to see what they are proposing. The process used in the Medical School seems reasonable; it used to be worse.

Professor Giordani pointed out that SACUA needs to ask about the policy on uses of faculty research accounts, a topic on a recent APG agenda. We also should hear updates on LEO and GEO negotiations. The minutes from APG are not available, but the Provost often provides reports from their meetings.

At 3:55 p.m. SACUA went into EXECUTIVE SESSION until 4:07 p.m. regarding an email from a faculty member requesting a meeting with SACUA.

NEW BUSINESS

Professor Meerkov expressed concern about the President’s response to the administrator evaluations.

ACTION OF SACUA 020705-1

Professor Meerkov moved that SACUA request the administration to review the results of the AEC evaluation in the spirit of continuing improvement of the University administration. Professor Ensminger seconded the motion.

Discussion: Professor Meerkov felt the President did not have sufficient appreciation for the faculty initiative, not realizing how important this issue is to the faculty. Professor Pedraza felt that for an administrator – big or small – not to take into account what those that one represents feel and think is ill-advised. She added that the President seemed to want to establish the

boundaries of her authority vis a vis the faculty, as she had done in previous meetings. SACUA felt it was important to engage the President in a dialogue on this issue. The Chair offered to draft a letter to the President and the Provost that stressed that we want to improve this effort for you and for us, for the future.

After considerable discussion of the motion, including comments regarding the President's and Provost's responses to the evaluation, Professor Ensminger moved to table the motion. Professor Pedraza seconded the motion, stressing it should be tabled until after SACUA's meeting with the Provost.

The motion passed.

ACTION OF SACUA 020705-2

Professor Ensminger moved that SACUA accept the Chair's offer to draft a letter to the President and the Provost in a different vein, that stressed that we want to improve this effort for you and for us, for the future. Professor Giordani seconded the motion.

Vote on the motion:

Approve: 8

Disapprove: 0

Abstain: 0

The motion passed.

The meeting was adjourned at 4:41 p.m.

Respectfully submitted,

Jean Loup
SACUA Staff

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.