

Approved 30 August 2010

**THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs**

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MINUTES OF THE SACUA MEETING OF 24 MAY 2010

Present: Frost, Kearfott, Lusmann, Poe, Rothman (chair); Carr, Schneider

Absent: Barald, Goldman, Lehman, Navvab

Guests: *Ann Arbor.com* reporter, *U-M Daily* reporters, *University Record* reporter

MATERIALS DISTRIBUTED

1. Proposed agenda
2. Draft minutes of 10 May 2010
3. Draft minutes of 10 May 2010 reviewed by President Coleman

Chair Rothman convened the meeting at 3:27 P.M. The draft agenda was approved.

CONSIDERATION OF MINUTES

The minutes of 10 May 2010 were approved.

ANNOUNCEMENTS

1. There will be a retreat on Monday, June 7, from 11:00 am until business is finished. There will be a number of items discussed regarding the upcoming year. One of them is the need for more communication among faculty. The Faculty Governance website can be used to communicate with faculty.
2. There are two Faculty Regents Updates needed over the summer: Fred Askari will write one for June regarding the CESF annual report which will be given to the Regents in July and Chair Rothman will write the July update based on decisions made during the retreat.

GUESTS – PROVOST TERRY SULLIVAN AND PROVOST-ELECT PHIL HANLON

Guests arrived at 3:33 pm.

Provost Sullivan had several items to discuss with SACUA.

1. There were a total of 187 tenure and promotion cases reviewed by the Provost's office. There were 4 negative tenure recommendations that were upheld at Provost's level. The breakdown by track for the approvals was: Instructional, 145; Research, 13; Clinical, 23.
2. Regents will receive the budget in June.
3. Personnel issues: Ken Warner will leave as Dean of the School of Public Health. The search for his replacement began 2 months ago. Robert Dolan, Dean of Ross Business School, will not seek another year. The charge to the Dean of the Business School Search Committee is currently being drawn up.
4. Michael Welsh was recently re-appointed as Faculty Ombuds. Provost Sullivan was pleased that SACUA was sought for an opinion and the opinion was very positive.
5. Provost Sullivan's final day will be June 30th. Phil Hanlon will begin as Provost July 1st. It is planned that the transition will be seamless. Martha Pollack, Dean of Information, will replace Phil as Vice-Provost of Academic and Budgetary Affairs.

Chair Rothman made a short speech about how much Provost Sullivan will be remembered as a Provost who has been very supportive of faculty. He then presented her with a certificate of recognition. Provost Sullivan thanked SACUA and restated that a quality university requires quality faculty. She believes that differing opinions are good for the health of the university.

Guests left at 3:44 pm.

CHARGE AND APPOINTMENT OF DRAFT SALARY PLAN MODEL TASK FORCE

The item was brought to SACUA by John Lehman. The model is connected with the Medical School. For a not-for-profit institution, tax laws apply for determining faculty salaries. SACUA should investigate the idea of whether or not the salary plan used in clinical areas of medicine are feasible for non-clinical areas of medicine.

The plan discusses reducing faculty salary without demotion, which is not how faculty see a reduction in salary. Faculty consider a cut in salary equivalent to a demotion. Administration calls it otherwise. During the Depression, salaries were cut across the board and not considered demotion. In 1980's merit increases moved to start in September from July.

SACUA should appoint task force. The charge to the task force was discussed. It is important that the task force understand that it is to "report to SACUA"; not another body.

ACTION OF SACUA 052410-1

Accept proposed charge – “To explore the possible implications and impact of the proposed Draft Salary Plan Model on the various units and University communities outside of the Medical School; and report back to SACUA.”

Unanimously accepted.

INTERIM SENATE SECRETARY

Based on the lack of a quorum for the Senate in April and the tied vote in the Senate Assembly in May, SACUA needs to determine who the interim Senate secretary will be. SACUA previously agreed on the use of proxies. A vote was taken by ballots. Bob Fraser was elected as interim secretary.

OLD/NEW BUSINESS:

Steve Lusmann reported attending the first meeting of the Member Engagement Health Plan Committee (MEHP). It began discussions that will deal with designing another health plan option that will provide incentives for members to engage in health and well-being activities, which should have positive effects on overall wellness and UM's health cost trend.

There was a discussion of the need for good recreational facilities in order to help staff and faculty to achieve the health the University desires for them.

Chair Rothman believes that the University should look at the total compensation package, so that adjustments can be made for benefits lost. Comprehensive overview needs to be done in order to determine real costs.

Chair Rothman mentioned the Committee On Retiree Health Benefits and its pending report.

EXECUTIVE SESSION

The meeting entered executive session at 4:13 P.M. The meeting returned to open session at 5:05 P.M.

The Distinguished Faculty Governance Award will be given to Stan Berent and Bruce Frier by unanimous vote.

The meeting adjourned at 5:14 P.M.

Respectfully submitted,

Linda Carr
SACUA Support

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.
