

Minutes of 4 October 2004
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THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs
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MINUTES OF THE SACUA MEETING OF 4 OCTOBER 2004

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

ABSENT:

GUESTS: K. Bergquist, D. Gershman

MATERIALS DISTRIBUTED

1. Proposed agenda
2. Draft minutes of the 27 September 2004 SACUA meeting
3. Copy of Freedom of Information Act request by The Michigan Daily dated 22 September 2004 for all files pertaining to or including references to the results of the faculty evaluations from the past 5 years of several deans
4. Electronic mail messages exchanged among SACUA members dated 28-30 September 2004 regarding a potential resolution to be presented to Senate Assembly for action supporting the Administrator Evaluation Committee
5. Professor Lehman's Proposed Action – The Senate Assembly of the University of Michigan [dated 4 October 2004]
6. Electronic mail message to Senate Assembly by Professor and Secretary Lehman dated 16 March 2004 regarding Senate Action as amended
7. Letter to Professor Semyon M. Meerkov from the Regents by Olivia P. Maynard, Regent and Chair, Compensation and Personnel Committee copied to Board of Regents; Stanley Berent; Mary Sue Coleman; Charles F. Koopmann, Jr.; and Lisa Tedesco
8. Targeted electronic mail message to University Senate from Charles F. Koopmann, Jr and Stanley Berent dated 29 April 2004 regarding Faculty Evaluation of Administrators
9. September 10, 2004 Draft of Priority Issues for Senate Assembly and Its Committees in 2004-2005 including all responses submitted through 27 July 2004 to a targeted electronic mail message from Stanley Berent and Silvia Pedraza sent in May and June 2004 to all faculty in the University Senate [in March 2004]
10. Electronic mail message to SACUA. from Jens Zorn dated 17 May 2004 regarding considerations for priority issues
11. Senate Assembly Committee Issues Overview Fall 2004
12. University of Michigan 2004-2005 Campus Safety Handbook

13. "Improving faculty governance" Faculty Perspectives article by Wilfred Kaplan, *The University Record*, 20 September 2004,
http://www.umich.edu/~urecord/0405/Sept20_04/11.shtml

Chair Berent called the meeting to order at 2:07 pm.

APPROVAL OF AGENDA

The agenda was approved.

CONSIDERATION OF MINUTES

ACTION OF SACUA 100404-1 Professor Lehman moved and Professor Meerkov seconded that consideration of the draft minutes of the 27 September 2004 SACUA meeting be postponed to the next meeting.

Vote on the motion:

Approve: 9

Disapprove: 0

Abstain: 0

The motion passed.

ANNOUNCEMENTS / UPDATES

1. Chair Berent pointed out the copy of the Freedom of Information Act request by The Michigan Daily dated 22 September 2004 for all files pertaining to or including references to the results of the faculty evaluations from the past 5 years of several deans, which was included in the packet of materials distributed for the meeting. T. Schneider reported that the Faculty Senate Office had provided to the FOIA Office copies of the requested materials that exist. Professor Lehman questioned if the list of faculty who participated in the evaluations were provided as requested. Dr. Leu replied that the evaluations were anonymous and so only the names of faculty eligible to participate in the evaluations were provided.
2. Chair Berent mentioned the Medical School Faculty Satisfaction Survey, designed under the direction of Associate Dean Bloom, is in its second year of use. Professor Giordani stated that this survey asks faculty members about their individual experience in the setting. He reported that general information from the survey is shared with all the Medical School faculty members. Department feedback is given to the department chair and is considered in the evaluation of the department chair.
3. Chair Berent drew attention to the University of Michigan 2004-2005 Campus Safety Handbook provided with the materials for the meeting.
4. Chair Berent reported on the 28 September meeting of the Advisory Board on Intercollegiate Athletics (ABIA). He mentioned that there is push to go to 12 football games a year at many institutions, but there was not a major push to do so here. He stated that all of the institutions are seeing increasing commercialization of athletics. He reported that U of M is one of the last to renovate the football stadium. Professor Zorn asked whether SACUA really wanted to engage the matter of collegiate football, and if it

did, it should ask for input from former President James Duderstadt, who had examined the matter in considerable detail and who could provide a cogent, recently-written critical report. There was some interest in receiving this report.

5. Chair Berent repeated his request to SACUA members to direct questions to him or Vice Chair Pedraza to be asked of the President in their private meeting on October 6.
6. Chair Berent stated that President Coleman is a guest at the October 11 SACUA meeting, and he requested SACUA members to give their questions for that meeting in advance so they could be shared with the President. He stated that when time permits the President and Provost are willing to take questions from the table. Chair Berent cautioned members about going too far with multiple follow-up questions or reflecting on their voiced opinion before SACUA as a group has had time to discuss the issue. Professor Lehman asked Chair Berent if the President, Provost, or members of their staff have suggested that SACUA members had been impolite. Chair Berent replied no, but he thought SACUA members should follow the guidelines of politeness and diplomacy in dealing with guests, and not engage the guests in debates before the group as a whole has had a chance to discuss the issue. [7 SACUA members approved the revised wording of this announcement.]

ADMINISTRATION EVALUATION COMMITTEE

A lengthy discussion took place regarding the merits of the following motion as it was refined. There was consensus that Chair Berent would include some history of the activity to create a means for faculty to evaluate administrators at the 25 October 2004 Senate Assembly meeting. Chair Berent requested that SACUA members send him any points they would like mentioned in the introduction of the motion.

ACTION OF SACUA 100404-2

Professor Ensminger moved and Professor Pedraza seconded that SACUA endorse the following proposed resolution for Senate Assembly action:

WHEREAS on 15 March 2004 the University of Michigan Senate acted to adopt a system of periodic evaluation by the faculty of administrative officers;

WHEREAS the Senate acted to implement the evaluation process as a web-based procedure to be developed and implemented by the Administration Evaluation Committee (AEC) with the first evaluations to be carried out in the Fall of 2004; and

WHEREAS faculty governance volunteers and elected faculty governance members formed a provisional AEC over the summer to fulfill the charge from the University Senate;

THEREFORE, the Senate Assembly:

1. Ratifies the design and implementation recommendations developed by a provisional AEC composed of faculty governance volunteers and elected faculty governance members;
2. Creates the Administration Evaluation Committee (AEC) as a standing committee of the Senate Assembly and University Senate, and accepts the provisional AEC as the first AEC for at least the inaugural round of evaluations in Fall 2004;

3. Charges the AEC to report its operational experience, issues arising, and recommendations for improved functioning of the AEC process to the Senate, Senate Assembly, and SACUA during Winter Term 2005;
4. Appoints the members of the AEC, after the provisional AEC has done its work in the initial round of evaluations, to be chosen by the same process as all other standing committees of the Senate Assembly and the University Senate, with the Chair being the Senate Secretary;
5. Asks that the University Senate at its next meeting ratify the present proposal and accept these actions as satisfying the intent and actions of the original proposal passed by University Senate 15 March 2004.

Discussion: Professor Meerkov raised objections to the motion. He stated that item 4 contradicts the 15 March 2004 resolution of University Senate, which he thought called for the composition of the Administration Evaluation Committee (AEC) to be determined by the Senate Assembly rather than SACUA. In addition, he stated that item 5 conflicts with the 15 March 2004 resolution of University Senate. Professor Pedraza noted that the Bylaws of the Board of Regents state that SACUA shall nominate and supervise the committees of the assembly [Sec. 4.08], so SACUA should propose a slate of candidates to Senate Assembly. The role of the Regents in the process for faculty to evaluate administrators was discussed. Since the Regents stated they did not want to review the evaluation form as it was developed, they were not included in the development of the instruments to be used in the evaluation process.

Vote on the motion:

Approve: 7
Disapprove: 2
Abstain: 0

The motion passed. It will be presented to the Senate Assembly at its 25 October 2004 meeting.

EXECUTIVE SESSION The meeting entered executive session at approximately 4:30 pm and discussed faculty governance operations. There was a short discussion in reaction to a Faculty Perspectives article "Improving faculty governance" by Wilfred Kaplan, *The University Record*, 20 September

2004 (http://www.umich.edu/~urecord/0405/Sept20_04/11.shtml). SACUA did not arrive at any decision about possible responses to Kaplan's perceptions.

The meeting was adjourned at 5:45 pm.

Respectfully submitted,

Jane Leu
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.