

Minutes of 6 October 2014 SACUA  
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THE UNIVERSITY OF MICHIGAN  
Senate Advisory Committee on University Affairs (SACUA)  
6048 Fleming Administration Building  
Ann Arbor, Michigan 48109-1340  
Phone: (734) 764-0303  
Fax: (734) 764-6564  
www.sacua.umich.edu

**Present:** Holland, Lehman, Masten (chair), Mondro, Oey, Schultz, Smith; Schneider, Snyder

**Absent:** Weineck, Ziff

**Guests:** *Daily* reporter, *Record* reporter, *MLive.com* reporter

#### MATERIALS DISTRIBUTED

1. Draft agenda
2. Draft minutes of 29 September 2014 SACUA
3. SACUA requests to Senate Assembly Committees
4. Correspondence with office of provost regarding Fitness for Duty policy development, dated 11 Feb 2014, 29 Jul 2014, 30 Jul 2014, and 13 Sep 2014.

Chair Masten convened the meeting at 3:15 P.M. The draft agenda was approved.

#### CONSIDERATION OF MINUTES

The minutes of 29 September 2014 were approved.

#### ANNOUNCEMENTS

1. The Academic Freedom Lecture will be delivered Thursday, 6 November at 4 P.M. Professor Holland will introduce the President of the Academic Freedom Lecture Fund.
2. The next regularly scheduled private meeting with President Schlissel is Wednesday, 8 October.
3. There will be no SACUA meeting on 13 October. The Senate Assembly will meet on 20 October. SACUA will meet next on 27 October.
4. The SACUA chair and vice-chair and the Ad Hoc Committee on Committees will meet with Assembly committee chairs on 16 October.
5. The chair and vice-chair met with the provost on 1 October. The meeting was largely informational, including the topics: fitness for duty policy; meeting between LSA dean and LSA members of SACUA regarding unit deviation from model grievance policy; increased access to grievance policies, including updates; Office of Institutional Equity (OIE) procedures; and Advisory Board on Intercollegiate Athletics (ABIA) confidentiality agreement. The provost noted the ongoing Office of Civil Rights investigation, issues about Title IX gender equities, *inter alia*, that involve the OIE. The

provost also asked that faculty think about ways to personally engage new students from the time of their arrival on campus to counterbalance the attractions of parties that prominently feature alcohol. Professor Schultz suggested that responsible upperclass students be invited to act as hosts for dinners or gatherings. Professor Lehman suggested that SACUA engage with student governance groups on this subject. Professor Smith suggested that large theme-based parties would be responsive to the provost's request.

#### STATUS REPORTS

Model and Unit Grievance Procedures-  
Deferred to later in the agenda.

Office of Institutional Equity Procedures-  
Deferred to later in the agenda.

Ongoing grievances and Faculty Hearing Board Committee inquiries-  
Deferred to later in the agenda.

Fitness of Duty and Professional Standards for Faculty SPGs and Tenure-  
Deferred to later in the agenda.

Unit deviations from University-wide policies and procedures-  
Deferred to later in the agenda.

Total Compensation Propriety and Transparency-  
Deferred to later in the agenda.

Administrative Services and IT Rationalization, Implementation and Oversight  
No new developments.

Senate Rules Amendments  
Deferred to later in the agenda.

ABIA Confidentiality Agreement-  
Chair Masten attended meeting of the ABIA, but has not signed a confidentiality agreement. He said the agreement was still under discussion with the office of general counsel.

#### SENATE AND SENATE ASSEMBLY MEETING SCHEDULING AND LOCATIONS

The chair asked SACUA members to share their opinions about trying to change the time of an annual meeting of the University Senate from Monday afternoon in Palmer Commons to a time and place that might attract a quorum. Members expressed their willingness to explore alternatives. The chair said he would explore possible venues and report back.

#### TOPICS FOR 20 OCTOBER SENATE ASSEMBLY MEETING

General agreement was achieved for a draft agenda that would feature:

- Status reports about ongoing faculty governance issues

- Formalization of Senate Assembly liaisons, including mechanisms for information-sharing on topics relevant to Assembly deliberations (Action Item)
- Overview, structure, and function of faculty governance

#### SACUA REQUESTS TO COMMITTEES

Chair Masten called attention to distributed item 3. Members suggested delegation of specific issues to individual Senate Assembly committees. These topics will be presented and discussed with committee chairs on 16 October 2014.

#### FITNESS FOR DUTY AND PROFESSIONAL STANDARDS FOR FACULTY SPGs AND TENURE

The chair called attention to distributed items 4. He suggested deferring discussion about ADA issues until a written response is received from the office of the provost. Instead, SACUA members focused on their additional concerns with the proposed policy. They pointed to lack of independence of decision-making from those who make the charge that a faculty member lacks fitness. They noted that reduced compensation and health benefits could prove debilitating. They asked how retirement can be introduced within the policy when there is no official retirement date defined. They underscored the need for additional faculty involvement in the decision-making process. Ultimately, they questioned the need for such a policy that would amount to a forced leave of absence of indeterminate duration with limited or no salary or benefits.

The meeting was adjourned at 5:07 P.M.

Respectfully submitted,

John T. Lehman  
Interim Senate Secretary

#### **University of Michigan Bylaws of the Board of Regents, Sec. 5.02:**

*Governing Bodies in Schools and Colleges*

Sec. 4.01 The University Senate

"...[t]he Senate is authorized to consider any subject pertaining to the interests of the university, and to make recommendations to the Board of Regents in regard thereto. Decisions of the University Senate with respect to matters within its jurisdiction shall constitute the binding action of the university faculties. Jurisdiction over academic policies shall reside in the faculties of the various schools and colleges, but insofar as actions by the several faculties affect university policy as a whole, or schools and colleges other than the one in which they originate, they shall be brought before the University Senate."

#### **Rules of the University Senate, the Senate Assembly and the Senate Advisory Committee on University Affairs:**

Senate: "In all cases not covered by rules adopted by the Senate, the procedure in Robert's Rules of Order shall be followed."

Assembly: "The Assembly may adopt rules for the transaction of its business. In appropriate cases not covered by rules of the Assembly, the rules of the University Senate shall apply."

SACUA: "The committee may adopt rules for the transaction of its business."

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