

Minutes of 8 November 2004
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MINUTES OF THE SACUA MEETING OF 8 NOVEMBER 2004

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

ABSENT: Combi, Meerkov

GUESTS: Provost Courant, K. Gibbons, R. Krasny, K. Bergquist, D. Gershman

MATERIALS DISTRIBUTED

1. Proposed agenda
2. Copy of electronic mail message from Lisa Tedesco to the Secretary's Advisory Committee dated 4 November 2004 regarding Bylaws Project.
3. Comparison Redlined Version of modified sections in Chapters II (University Executive Officers) and XI (The Schools and Colleges and Affiliated Units) of the Regents Bylaws with last revisions dated 29 September 2004
4. Electronic mail message from Jane Leu to SACUA dated 8 November 2004 regarding Proposed Changes to the Student Statement of Rights and Responsibilities
5. Electronic mail message from Tom Schneider to SACUA dated 4 November 2004 regarding Presidential Task Forces with attachments provided by Gary Krenz showing the Presidential Task Force on Ethics in Public Life Members and Charge, Presidential Task Force on Residential Life and Learning: Building on Michigan Traditions Members and Charge, and Presidential Task Force on Multidisciplinary Education and Team Teaching Members and Charge
6. Proposed Revision of Standard Practice Guide Number 201.80 regarding Emeritus Titles in the Human Resources & Affirmative Action Section
7. Draft of SPG 201.80 Procedures for recommending, approving, and awarding emeritus/emerita status with a chart outlining associated responsibilities and actions
8. Working Draft of Standard Practice Guide Number 201.80 with strikeouts and underscored revised wording
9. Background information for the proposed revisions to Standard Practice Guide 201.80 *Emeritus Titles*
10. Electronic mail message from Tom Schneider to Paul N Courant dated 4 November 2004 regarding Questions for November 8 SACUA Meeting
11. University of Michigan Senate Assembly Resolution (Administration Evaluation Committee) passed 25 October 2004

12. Electronic mail message from John Lehman to Senate Assembly, dated 14 October 2004, regarding October 25 Assembly meeting with attachment "Design and Implementation of a System of Administrator Evaluation by Faculty – Presentation Materials – University of Michigan Faculty Senate Meeting 20 September 2004"
13. Announcement of "Physicians & Pharma: The New Ethics of Engagement" conference presented by Sheldon Krinsky on 17 November 2004 from 10:30 am to 12:00 noon
14. Announcement of Ninth Annual Raymond W. Waggoner Lectureship on Ethics and Values in Medicine "Academic Science and Entrepreneurship: Are the Conflicts Reconcilable?" presented by Sheldon Krinsky on 17 November 2004 from 4:00 to 5:30 pm
15. Topics to be Discussed at the 2004 Annual Meeting of CIC Faculty Senate Leaders 12-13 November 2004
16. Membership of Senate Assembly Committees for 2004-2005

Chair Berent called the meeting to order at 2:10 pm.

ANNOUNCEMENTS / UPDATES

1. Chair Berent requested that SACUA members send him any comments they would like to have included in his Remarks to the Regents to be presented at the Regents Meeting on 18 November 2004
2. Chair Berent drew attention to the Regents Bylaws proposed changes and reported that comments were due by 19 November 2004.
3. Chair Berent drew attention to the article "Quality child care worth the price, faculty say" in The University Record issued 8 November 2004 on page 3 regarding SeonAe Yeo's presentation of the Childcare Task Force Report to Senate Assembly on 25 October 2004
4. Chair Berent requested Professor Zorn, SACUA Liaison to the Student Relations Advisory Committee (SRAC), to keep SACUA informed on the SRAC discussions of proposed changes to the Student Statement of Rights and Responsibilities
5. Chair Berent reported that he and Tom Schneider are going to the CIC Faculty Senate Leaders Annual Meeting on 12-13 November 2004 in Urbana, Illinois. He requested that SACUA members send him any comments or questions before Friday that they would like raised at the meeting. Professor Lehman stated he is interested in how other schools react if the department chair is the one doing the plagiarism or academic misconduct.
6. Chair Berent reported on the Coalition on Intercollegiate Athletics (COIA) discussion of the regulations and number of games in intercollegiate athletic schedules

PRESIDENTIAL INITIATIVE TASK FORCES

After review of the charges to the Presidential Task Forces and a discussion of the nature of their work, Professor Lehman proposed the following motion and Professor Gull seconded it.

ACTION OF SACUA 110804-1

Because the charge to these task forces includes an advisory function to the President SACUA views the task force efforts implemented by the President to be of such a nature that formal faculty governance involvement is warranted.

The motion passed unanimously.

VISIT OF PROVOST COURANT

Provost Courant and Karen Gibbons arrived at 3:05 pm.

1. With respect to the question regarding SPG 201.80 Emeritus Titles, Provost Courant reported that regular instructional faculty have always been eligible for the emeritus title and lecturers are included in the regular instructional faculty according to SPG 201.34-1 *Classification of Instructional Faculty*. When the clinical faculty track was created there was not consideration given to them regarding the emeritus title. In response to a comment about parking, Provost Courant reported that for some time emeritus faculty have not been able to buy Blue or Gold parking passes unless their Dean documents that they are active. There is no reduction in parking fees for emeritus faculty, but they can get an after-hours sticker. Chair Berent asked Provost Courant at what point in the process is SACUA given the chance to see items like the revised SPG on Emeritus Titles. Provost Courant agreed that the item certainly related to faculty concerns, and he gets the point regarding timing of sharing faculty items with SACUA.
2. With respect to the question regarding the Vice President for Research and Rackham Dean search(es), Provost Courant stated that he is persuaded that combining the positions would not be a good idea, and President Coleman agrees with him. He knows that a number of smaller institutions have the positions combined because graduate students are central to the research process, but the determination made the last time these two positions were open at University of Michigan at the same (about twenty years ago) is even more true today. The Vice President of Research has a set of responsibilities related to compliance issues, research funding, and many related topics which are not related to graduate students. The Graduate School is the home of [graduate] student support services. The graduate student body has grown more diverse, with minority students having special needs for mentorship to take into consideration, as Professor Pedraza underlined. The differences are more pronounced today than they were twenty years ago. Provost Courant reported he is close to appointing a Dean of Rackham Search Committee. He stated that the President appoints the Vice President for Research Search Committee. . He further stated that the Dean of Rackham also carries the title Vice Provost for Academic Affairs - Graduate Studies. Chair Berent asked what role SACUA, as an organ of faculty governance, could play in the Dean of Rackham search. Provost Courant replied that he takes the position that committees he names he appoints. However, he stated, he is happy to take advice on people SACUA thinks are especially appropriate to serve on the search committee. Chair Berent asked if SACUA could see a list of names he is considering. Provost Courant replied that there is no past history of such engagement with SACUA on search committees. Chair Berent responded that the VP for Research and the Dean of Rackham are key positions and profoundly affect life of faculty. Professor Lehman stated that the principle of faculty governance is involved and that an early advisory function does not have to impact on the Provost's ability to make decisions. Provost Courant stated that he is very interested in getting advice on the Dean of Rackham search committee and would speak with Chair Berent about this at their private meeting next week. Professor Zorn asked how Provost Courant would feel about someone being a liaison to SACUA and coming in on a regular basis to talk with SACUA about the search. Provost Courant replied that if this were to occur it must be done in Executive Session since it is necessary to keep identities of candidates private.

3. With respect to the question regarding the Administration Evaluation Committee (AEC) work, Provost Courant said that he absolutely sees value in faculty giving input, and regularly receives faculty input. He stated he is somewhat skeptical of the interpretation of data if there is a low response rate. He said, if the response rate is high, that's another story. Provost Courant stated that a second concern he has is disentangling a faculty member's opinion about "How is it going?" from the faculty member's 1-5 rating on items in the evaluation of the President, Provost, Dean, and Department Chair. He stated, thinking about the instrument as a social scientist, he is not sure how to interpret the data produced. He thinks that "do not know" is liberally equivalent to "agnostic" and hence had previously indicated that he was agnostic about the AEC evaluation process. Professor Lehman stated that with a survey like this you are not digging deeply; it is like taking a temperature. If the temperature is very high or very low then further diagnosis is needed and treatment may be needed. (Professor Giordani arrived at 3:30 pm.) Provost Courant stated he is more interested in a broad-based survey of what faculty think about the University than he is in 1-5 multiple choice responses to items regarding administrators. Professor Lehman stated that Provost Courant could specify three questions, and asked him if he was going to submit any questions. Provost Courant replied that he is thinking about it.
4. With respect to the question regarding possible expansion of the role of faculty in the admissions process, Provost Courant replied that four faculty have appointments to read undergraduate applications and serve on the admissions committee in their units. He stated that he wants faculty more involved in higher level decisions in admissions, he thinks this is happening, and if it is not he will intervene to make it so. He stated that he is hopeful we are moving to a stage where faculty feel comfortable they are the policy-makers on admission decisions that are carried out by admissions staff. He reported that LSA and Engineering Admissions Committees had significant input on the application form. He further reported that faculty are involved in reviewing cases where early reviews are mixed. Professor Zorn suggested follow-up with faculty teaching some of the students who were admitted in a more creative manner. Provost Courant replied that Professor Weisskopf is one of the LSA faculty with an admissions appointment and he teaches first-year undergraduates. Professor Zorn replied that he is suggesting more of a case-by-case analysis: here are 25 students who did not do so well, what can we learn from this. Professor Zorn further suggested talking to the faculty in the Comprehensive Studies Program; they can give you some insights. Provost Courant reported that faculty input is valuable. He noted that different faculty want different things in a class. Some want the class with the highest graduation rate; some want the class that is most interesting to teach; some want the class that can have the most value added; some want the class with the highest high school grade point average. Provost Courant stated that although faculty have been closely involved in graduate admission work, it is more difficult to predict undergraduate performance than graduate student performance based on experiences the students have previously had. Provost Courant reported that the faculty evaluations of applicants did not differ that much from the admissions staff evaluation of applicants.

The guests left the meeting at 3:50 pm.

SACUA members expressed interest in talking with President Coleman at her next visit with SACUA about the involvement of faculty governance in the VP for Research Search Committee. Professor Lehman stated that he wanted to see the Dean of Rackham Search Committee composed of faculty from many schools and colleges. Chair Berent and Vice Chair Pedraza will ask Provost Courant for more information about the Search Committee, e.g. size, constitution.

STANDARD PRACTICE GUIDE (SPG) REVISIONS – EMERITUS STATUS

Professor Zorn recommended that when the public announcement of the changes is made, all of the titles of the Regular and Clinical Instructional Faculty be listed, so that it will be clear that Lecturers are included among those eligible, upon retirement, to be granted an emeritus or emerita title by the Board of Regents upon recommendation of the appropriate chair, dean or director, and the Provost.

PRESIDENTIAL INITIATIVE TASK FORCES DISCUSSION CONTINUED

SACUA members want to facilitate involvement of faculty serving on appropriate Senate Assembly committees in discussion of issues arising in the presidential initiative taskforces. Hence SACUA will invite the taskforce chairs and faculty on appropriate Senate Assembly committees as guests at SACUA meetings on a regular, rotating basis (desirable frequency not yet determined, but it might be one taskforce chair every other week with about a two-month cycle if the taskforces are actively meeting).

The Senate Assembly committees identified for each taskforce are:

Ethics in Public Life:

- Civil Liberties Board
- General Counsel's Advisory Committee
- Research Policies Committee

Residential Life and Learning:

- Student Relations Advisory Committee
- Academic Affairs Advisory Committee
- Committee for a Multicultural University

Multidisciplinary Education and Team Teaching:

- Academic Affairs Advisory Committee
- Tenure Committee

Healthy Community:

- Medical Affairs Advisory Committee

OLD/NEW BUSINESS

Professor Lehman reported that he knows of two faculty members concerned about the alteration of grades submitted and falsification of teaching evaluations. SACUA members would like to visit with these faculty in Executive Session at a future meeting.

The meeting was adjourned at 4:20 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.