

Minutes of                    20 December 2010  
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**THE UNIVERSITY OF MICHIGAN**  
**Senate Advisory Committee on University Affairs**

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**MINUTES OF THE SACUA MEETING OF 6 DECEMBER 2010**

Present: Professors Barald, Goldman(4:00), Kearfott, Lehman, Lusmann, Navvab, Poe (Vice Chair)(2:30), Rothman (Chair); Fraser (Secretary); Carr, Schneider

Absent: Professor Frost.

**Guests**

Provost Phil Hanlon  
James Woolliscroft, Dean of the Medical School  
Margaret Gyetgo, Associate Dean for Faculty Affairs, Medical School;  
Professor of Internal Medicine  
Christina Whitman, Office of the Provost  
Lori Jo Pierce, Vice Provost for Faculty Affairs and professor in the Medical School.  
Jamie Iseler, *the Record* and *The Record Update*

**Materials Distributed**

SACUA Faculty Retention Task Force Charge

The regular meeting of the Senate Advisory Committee on University Affairs met on the twentieth day of December 2010 in the Regents Room of the Fleming Building, the chair being at the podium and the secretary being present, was convened at 1:40.

**1:40 Call to Order/Approval of Agenda**

Professor Barald moved to approve the agenda. The motion was seconded and approved unanimously.

**1:42 Announcements**

The President and Provost Holiday Reception will be held on 21 December, 3:30-5:00, in the Museum of Art.

There will be no SACUA meeting January 3.

The Regents' Update is due January 7 to be written by Professors Lusmann and Barald.

**1:44 SACUA Faculty Retention Task Force Charge**

The draft charge was reviewed. The challenge of working with exit interviews is compounded by an unwillingness on the part of some of those leaving to discuss personal issues that may be a root cause of their decision to leave. Having a standard longer time period before the exit interview after leaving the University should provide more meaningful results and candor on the part of the interviewee. Before that aspect is investigated, however, the first task is to compare the basic statistics between ethnic and gender groups. Statistically significant disparities would indicate that a problem exists that calls for further study. There is a greater statistical challenge with the smaller schools and colleges which, if evaluated independently, may have insufficient numbers to be indicative. It would be good to know, for example, whether EEOC-type issues exist. Does perceived prestige of the institution or the position constitute an issue for some faculty members?

Professor Lusmann moved to approve the charge. It was seconded and approved unanimously.

Potential members were discussed; decisions about membership were deferred and SACUA members were asked to consider possibilities.

**2:07 Unfinished Business and New Business.** Professor Lusmann asked that an upcoming tour of the NCRC be made known through the SACUA office.

**2:09 SACUA moved into executive session.**

**5:17 SACUA exited executive session.**

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**Action of SACUA 122010-1**

At 5:18, Professor Lehman moved that SACUA re-affirm the 2005 actions of SACUA (item 102405-1) and the Senate Assembly (item 103105-2) in opposing any change to Regents Bylaw 5.09 to extend the maximum tenure period from eight to ten years. The motion was seconded and approved unanimously.

This item will be placed on the agenda of our SACUA meeting of 10 January 2011. We will consider how to assess the view of tenure and tenure-track faculty.

**5:32 Adjournment**

Respectfully submitted,

M. Robert Fraser  
SACUA Secretary