

Minutes of 31 October 2016 SACUA
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THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs (SACUA)
Monday, October 31, 2016 3:15 pm
Regents' Room, Fleming Building

Present: Atzmon, Carlos, Lehman, Ortega, Schultz (chair), Smith, Szymanski, Wright, Potter; Schnieder and Snyder

Absent: Weineck

Guests: President Schlissel, Erika Hrabec, Special Assistant to President Schlissel, members of the Press

3:15 Call to Order/Approval of Agenda and Minutes/Preparation for Guest

The agenda was approved.

3:20 The corrected minutes of October 10 SACUA were approved.

Professor Atzmon reported on the meeting that he and Chair Schultz had with President Schlissel. There was discussion of issues that had been raised at the Regents' Forum including tuition costs, faculty presence at Regents' meetings, the Shared Services transition, and the restoration of the Fab Five banners to Crisler Arena. On the last point President Schlissel said that such a decision would require careful thought and inclusion of members of the entire campus community. Chair Schultz also raised the Tri-Campus resolution. President Schlissel said that he felt that a SACUA meeting at Flint would be a good idea. He also said that he was pleased to meet with Professors Giordani and Staller at his next private meeting with Chair Schultz.

3:30 GUEST: President Schlissel

President Schlissel thanked SACUA for its efforts with respect to the racist posters and challenging campus climate issues. He said that it was helpful for Professor Weineck to have taken the lead in developing the faculty posters; he welcomed SACUA suggestions about how to generate faculty interest in addressing climate issues. He feels that the faculty has a big role to play in helping students to deal with recent campus events, especially after students said that the overtly racist posters distracted them from learning. He said that students would appreciate it if faculty could take time in class to address these issues, if only for a few minutes. Professor Potter said that the Student Relations Advisory Committee (SRAC) would publicize the Center of Learning and Teaching's (CRLT) strategies for handling difficult discussions. President Schlissel said that CRLT had a great deal to contribute in helping facilitate these conversations.

Professor Ortega said that finding an appropriate response to climate issues, especially in the wake of the posters, was important to the School of Social Work. He added that students had difficulty finding the language with which to have these discussions, and that while the approach in School of Social Work was

one of humility, it was recognized that discussions needed to be handled with great care. He suggested that faculty be surveyed for their views on how they could have these discussions.

Professor Smith proposed that a training session in handling sensitive issues connected with campus climate be recommended for all faculty, and mandatory for new faculty. It would be very helpful, in his view, to learn how to handle these situations from professionals.

President Schlissel said he agreed with Professor Smith, but said that the administration will need SACUA's help if mandatory training is required. Professor Szymanski said that we already have mandatory training in some issues as animal use, or the use of human subjects; Professor Wright pointed to mandatory training on the use of instructional technology, conflict of interest/conflict of commitments and sexual misconduct.

Chair Schultz said that President Schlissel had discussed safe spaces but wondered how to have an effective safe discussion when he had only two African American students in his large engineering class. He also felt that students should be aware that faculty might err on the side of free speech, especially when it edged into the area of hate speech. President Schlissel said that while, as a practical matter, he did not think that extensive discussions of climate issues would happen in an engineering class, he thought that students would be grateful for the acknowledgement of the challenging situation. In his view, the majority students were afraid of saying the wrong thing, and that, as educators, we should help them to get past their fear so that they could grow.

Professor Szymanski said that some students had said that the faculty posters were tokenism, and that students are saying that some free speech creates an atmosphere of fear. President Schlissel replied that he has learned that some people will think that whatever he does is wrong, and that others will say thank you. In his view, the key is to be true to your values and the group's values, there will always be people in a large community who will reach out with criticism.

Professor Atzmon said that now free speech can quickly become hate speech. President Schlissel replied that for some free speech has become a code word for asserting that whatever you say is protected even when it creates a sense of fear. In the market place of ideas, free speech is important, but so is the community value system and the safety to learn. Chair Schultz thanked President Schlissel for his statement on Sunday to the effect that increasing diversity alone would not solve issues of hate speech. President Schlissel moved to address the issue of college cost, which had come up in the Regents' candidate forum. The public cares deeply about the cost of higher education. The University has to develop the resources to compete, while providing an accessible, affordable education for both in- and out-state students. He said that increases in tuition have been more than offset by increases in financial aid in the last decade. There has only been one year in the last decade when financial aid has gone up more slowly than the total cost of a Michigan education for students from families with income less than \$110,000. On the higher end of the spectrum, families do have to face higher costs, but the return on investment is excellent. He said that he will talk about the trade-off between tuition and financial aid, and that the University can do a better job of making this clear.

President Schlissel said that the University is searching for a new Vice President for communications to help us tell the story of the costs better, and reviewed the statistics for the current entering class, noting the very high average GPA of incoming students, that the percentage of first generation students went from 8.5% to 14.2% which is something to be proud, as was the increase in the percentage Pell eligible students from 15% to 17%.

Professor Wright echoed President Schlissel's comment about marketing, saying that his neighbors don't believe what the University says about its costs. He noted that the Ivies talk about guarantees of free tuition for students at specific income levels. He recalled the comment of the tuition guarantee at the Regents' Forum. President Schlissel said that could be modified to say that aid would go up with tuition increases. Professor Wright said he said one problem is that people always think someone else always gets the better deal. President Schlissel said that one reason we are not getting the message about our costs is that the opposite message is so prevalent in society. President Schlissel said we need to publicize

more concrete examples, that our financial aid is very strong for people making up to \$140,000 in a state where the median income is \$50,000. Professor Ortega said that stress should be placed on what students get while they are here and what happens afterwards—we need to think about “why Michigan.” President Schlissel said we have a problem measuring outcomes in higher education, we can measure inputs, but we cannot follow the federal government in determining output only in terms of salary.

Professor Smith asked about expectations for Diversity, Equity and Inclusion plans from different schools. President Schlissel said that while there were no quotas, there should be a commitment on the part of students to work towards the demographics of the state that we serve, and many demographics are underrepresented on our campus, the HAIL scholars program was very encouraging. We were able to achieve a 3 to 4 fold increase in applications from students from school districts that rarely send students to Michigan.

Chair Schultz said that diversity goals would be more problematic to meet for faculty recruitment since markers used in the HAIL program might not be applicable. President Schlissel noted that certain scholars circulate amongst universities seeking to enhance diversity. He mentioned the post-doc program in LSA as offering a different way forward. He observed that faculty positions are so precious, that all departments have needs and that tends to make us conservative in the search for talent. The idea of the post-doc program is to bring people with the possibility, but without the expectation, that they will become tenure track faculty. Other universities have succeeded in diversifying their faculties through such programs. President Schlissel discussed the role of the traditional faculty approval process in hiring tenure track faculty and said that this would not change. In the case of the post-docs, there will be faculty involvement in departmental nominations of post-docs and a faculty committee to approve them. If a tenure track position is to be approved, hiring into the position will follow the traditional process.

Professor Smith asked if there was a difference between this process and traditional methods of hiring post-docs. President Schlissel said there has to be an expectation of excellence to make the transition from post-doc to faculty member. Professor Potter asked if LSA was receiving central funding. President Schlissel said that the program is budgeted entirely from LSA.

President Schlissel addressed questions about the growing number of executive officials. The VP ITCIO is replacing an existing position, but elevated to the campus level. The second is that Rob Sellers had been serving as Associate Provost, but now Chief Diversity Officer has been added and he now is seated at the executive table. Hence there is no net growth in the senior leadership.

President Schlissel drew attention to the Bicentennial awards for alumni. Ten youngish alums who have done spectacular things in society that exemplify UM values will be awarded at each of the 2017 Winter and Fall commencements. He welcomed faculty nominations.

President Schlissel left the meeting.

4:05 Announcements

Regent Bernstein is coming next week. The entire SACUA meeting will be in executive session. Chair Schultz said that he had discussed COIA with President Schlissel, as a result of the discussion Professor Wright and Chair Schultz will talk with Professor Colas and Professor Armstrong about considering suspension of the University of Michigan’s connection with this group. Chair Schultz said that after talking with President Schlissel, he felt that it should be discussed in Advisory Board on Intercollegiate Athletics (ABIA) before making a resolution about the Fab Five banners.

Professors Atzmon and Wright hoped that some Bicentennial awards go to scholars. Committee members Professors Brown and Turnley were SACUA nominees to the Bicentennial Awards committee

4:13 Tri-Campus Task Force

Chair Schultz has been in contact with Associate Professor Christopher Douglas at Flint, chair of the faculty senate there, and Professor Nancy Wrobel in the equivalent position at Dearborn. Both have expressed strong support for the resolution and for nominating two people from each campus to the group. Chair Schultz expressed the hope that there would be one person from each campus who had served on Senate Assembly as well a person who had not. He would like the group to be approved at the Senate Assembly meeting on the 21st—both membership and the charge to the group.

There was discussion of the charge and the potential membership. Chair Schultz suggested that faculty members from Flint and Dearborn help develop the charge to the committee, that Professor Douglas and Wrobel be involved with four others.

Professor Lehman proposed that an ad hoc committee be empaneled consisting of Senate Assembly members from Flint and Dearborn to develop a charge for the committee in consultation with Professors Wrobel and Douglas before the next Senate Assembly meeting. That proposal was adopted. Chair Schultz said he would offer his services if they needed coordination.

4:54 Matter Arising

There were no matters arising

4:55 EXECUTIVE SESSION

[Senate Assembly and Academic Freedom Lecture Fund Interaction]

5:00 Adjournment

Respectfully submitted,

David S. Potter
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."