

Minutes 9 October 2017
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THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs (SACUA)
Monday, October 9, 2017 3:15 pm
Fleming Building, Regents' Room

Present: Atzmon, Beatty, Carlos, Ortega (chair), Malek, Marsh, Schultz, Szymanski, Wright, Potter, Schneider, Snyder

Absent: none

Guests: President Schlissel, E. Hrabec, members of the press

3:17 Call to Order/Approval of Minutes

The agenda was approved. The minutes for October were approved

3:20: Announcements

- October 16: Fall Study Break
- October 23: Senate Assembly Meeting
- The Provost will be the guest
- Chair Ortega announced that there will be a new location for the November Senate Assembly meeting and invited questions for the Provost

3:25 Meeting Updates

Chair Ortega reported on his meeting with Vice Provost for Equity and Inclusion and Chief Diversity Officer Rob Sellers. They noted low number of faculty of color in faculty governance and discussed ways to incentivize more diversity in faculty governance at least at the Senate Assembly level. They also discussed Diversity, Equity and Inclusion (DEI) programs and activities, with Chair Ortega asking Vice Provost Sellers about the implications of these programs for faculty, and how they might increase knowledge amongst the faculty of DEI issues and have an impact on teaching. Vice Provost Sellers has consulted with a faculty associates committee. Chair Ortega indicated a desire to know more about this group.

Chair Ortega said that Vice Provost Sellers has asked units to include DEI accounting in annual reviews for faculty who will be asked to include a statement about what they have done for DEI in narrative form. Chair Ortega indicated that he did not believe that individual faculty members may get credit for their work, but that such work may not reflect what is going on at a larger level, but that there would be gain if unit "best practices" with respect to DEI were linked to university practices. He also asked Vice Provost Sellers about a program in the Medical School program involving 7000 people. Professor Malek said there is a one-hour mandatory "unconscious bias" training program. Professor Carlos said each department in the medical School is required to have one person directing DEI effort, and that the department of Radiology has had open sessions about DEI efforts. Professor Szymanski asked if there was some financial

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incentive for the person directing DEI efforts, Professor Carlos replied that the level of support varied.

Professor Potter discussed the meeting that was held on October 6 including members of the Student Relations Advisory Committee (SRAC), Chair Ortega, and representatives of Central Student Government (CSG), a formal meeting having been cancelled because a personal matter prevented Vice President Harper from attending. The topic of the meeting was the current climate on campus stemming from racist incidents. The Representatives of CSG made three recommendations that Professor Potter carry to SACUA and a future SRAC meeting. These are:

1. In the next statement cycle include a specific provision that imposes penalties for threatening conduct stemming from openly expressed racial bias.
2. Develop a training program along the lines of that which has been developed for sexual misconduct for all entering students about how to live in a racially diverse community (and spelling out consequences for conscious violations of community standard). There should also be a list of resources for students who feel threatened or alienated.
3. Develop with SACUA a statement recommending that faculty be conscious of the impact of bias incidents on students and show students the same consideration that they show students who are participating in University sanctioned events.

3:30: President Schlissel

Chair Ortega welcomed President Schlissel, expressing appreciation for President Schlissel's statements on behalf of the University in response to incidents of racial bias. President Schlissel said that one of his challenges is how to message to the community in the heat of the moment since people expect a response (via email or tweet). He also observed that while some people want him to respond to every incident, others fear that repeated responses could be perceived as banal. His staff has observed that he has discussed issues connected with racial bias more than any other issues during his term as President. Professor Szymanski appreciated President Schlissel's representation of the entire University community, and urged him to continue as he has been doing, even at the risk of seeming banal to some.

Chair Ortega said that students want faculty to recognize the potentially traumatic impact of such incidents, and their hope that faculty would receive training in helping them deal with the impact these incidents. President Schlissel asked how faculty would respond to such a request? Professor Potter described the joint CSG/SACUA response that was emerging through the SRAC. President Schlissel said that he has asked students if faculty should devote a small bit of class time to discussing incidents, provoking awareness and discussion in a way that would not subtract from the student experience. He said students had mixed feelings on the subject. Professor Potter said that he had found the Center for Research on Learning and Teaching (CRLT) guidelines on Inclusive Teaching very helpful and had directed the Graduate Student Instructors (GSIs) with whom he worked in large lecture courses to the CRLT material.

President Schlissel asked how faculty would respond to a mandate for training on teaching in a diverse environment? Professor Potter said most faculty would welcome such training as it would help them become more effective teachers, adding that faculty found that the training sponsored by Strategies and Tactics for Recruiting to Increase Diversity and Excellence (STRIDE) training very helpful. Professor Szymanski pointed to research showing that race is not a scientific category, and inquired if the University, as a place of learning, could take a public position on this work. President Schlissel replied that he would be pleased if scholars who work in this area could assemble a curated package of information that could be available to interested

students through a website. Professor Schultz indicated NCID is having a colloquium this week (<https://lsa.umich.edu/ncid/news-events/all-news/search-news/social-media-campaign-to-address-unscientificracism.html>) including a hashtag #unscientificracism to combat eugenics, etc.

Professor Atzmon said students targeted by racist messages want to see an end to such messaging, but also wondered if students should receive more information about protected speech.

President Schlissel acknowledged that there was criticism of the University's failure to catch perpetrators, though he did point out that some of the people within the University community who were responsible for incidents had been brought into the Office of Student Conflict Resolution (OSCR) disciplinary process. He pointed out that expressions that could be categorized as "protected speech" outside of the University community might be liable to discipline within the community if they did not match the community's behavioral expectations. He allowed that there would be a deterrent effect if people can be caught perpetrating hateful acts, even though it can be very hard to catch people doing something that takes a moment to do. Professor Szymanski asked about the installation of additional Closed-Circuit Television (CCTV) cameras. President Schlissel said that he had discussed the issue with 2 of the 3 students whose residence-hall room doors had been defaced by an individual using a sharpie. He said there are cameras on residence hall entryways and there may be more focusing on hallway entrances and exits, but he believes that cameras which would be taking pictures down a residence hall hallway would violate the privacy of residents. The University's security people are running through a variety of options.

Professor Malek asked if the University stood out as a place where racist incidents occur. President Schlissel said that while he is unsure if data exists on this point, he does know that many universities, especially prominent ones, are suffering from similar incidents.

Chair Ortega said that students were finding the persistence of these incidents wearing. Professor Potter noted that information about these incidents was often spread among students through social media, which enhanced their impact.

President Schlissel said that when news of locally hurtful incidents was spread by social media it spread pain and raised the level of awareness. He wondered if we are we doing the work of the evildoers by publicizing these incidents.

Professor Szymanski illustrated the impact of the circulation of this material with the case of a student who is afraid to drive home for fear of being shot. Professor Wright returned to the subject of training for incoming faculty, asking about the form it might take. President Schlissel said there were now several days of faculty orientation for new faculty which included sessions from the CRLT on inclusive teaching (<http://www.crlt.umich.edu/multicultural-teaching/inclusive-teaching-strategies>).

Professor Wright discussed a program on leadership challenges taken by all incoming students at the Ross School. In these programs students are placed in the role of being in the C-Suite of an organization to handle a simulated crisis in real time. He wondered if such a program might be useful for faculty as it is very popular for students. President Schlissel replied that there is a similar exercise for his leadership group which helps identify gaps in handling a crisis. Professor Beatty said there is a program in the Business School at the University of Michigan-Dearborn to teach students about working in a diverse community, and asked if there was a similar program for faculty.

President Schlissel believes that the training on teaching in an inclusive environment is offered to new faculty all three campuses, but noted that out that the University of Michigan-Dearborn and the University of Michigan-Flint differ from the Ann Arbor campus in many ways, one of them being that most of their students are not in a residential community.

Chair Ortega asked about the process of renaming C.C. Little building. President Schlissel said that, a formal request having been made by a faculty member and some students. The issue is

now being studied by the President's Advisory Committee on University History (<https://president.umich.edu/committees/presidents-advisory-committee-on-university-history/>). The committee will evaluate the request according to its principles, which include consideration of the honorand's actions in the context of his/her own lifetime (e.g. was he/she an outlier) as well as the implications of the naming for the present day (<https://president.umich.edu/wp-content/uploads/sites/3/2017/01/PACOUH-memo-on-naming-1-13-17.pdf>) and make a recommendation to him. If there is going to be a name change he must then make a recommendation to the Board of Regents in public session. He feels that the process should be completed in a timely fashion so that the community gets to weigh in. He observed that there is another naming issue involving a hallway in a residence hall named for a faculty member named Wallace that will come to the Regents ahead of the C.C. Little naming.

3:58: Executive session

President Schlissel's visit to the Flint campus

SACUA Budget

Roll-out of a faculty/staff climate survey

Memo from Academic HR concerning the Faculty Grievance Monitor position

5:03 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."