

AAAC Meeting Minutes for November 29, 2017

Present: Gaurav Desai, Kevin Jiang (undergrad representative), Enrico Landi, Neil Marsh (SACUA liaison), Lissa Patterson, Cathy Sanok, Kentaro Toyama (chair and notetaker), Ellen Wixted (grad representative).

Absent: Ketra Armstrong, Terri Conley, Pamela Davis-Keen, Chris Lu, Kimberly Kearfott, Kristin Klein, Semyon Meerkov, Seth Quidachay-Swan, Scott Piper, Hsiao Hsin Sung Hsieh.

The main goal of this meeting was to prepare for our first meeting with Provost Martin Philbert on Dec. 12.

Minutes. The minutes from Oct. 20's meeting were approved by a unanimous vote among those present.

Typical meetings. Profs. Toyama briefly outlined how past meetings with the provost have gone. For the remainder of the academic year, we have one meeting a month scheduled, all going from 8am through 10am, with the provost scheduled to appear 8:30-9:30am. This will allow the committee to prepare for the meeting, discuss any matters arising, and afterwards, debrief.

Agenda for Dec. 12 meeting with the provost. We agreed to the following agenda for the meeting with Provost Philbert:

- A round of introductions
- Provost's overview about his priorities
- Committee overview of items on our agenda (listed below)
- Actions for the next meeting

This year's agenda items. We will overview these with the provost on Dec. 12, with the expectation that the issues will be discussed in more detail over the course of the year. Below, we also indicate in square brackets, people on the committee who have agreed to serve as lead discussant on the issue with the provost on Dec. 12. Those in italics were not present, but we believe they will be willing.

- Salary disparities among faculty by gender, and by other group membership [Prof. Sanok]
- University's stance on safety and speech [Prof. Toyama]
- Policies for non-U.S. citizen travel to and from the university; DACA students
- Clarification of Fitness of Duty policies (SPG appears to have two)
- OIE issues [Prof. Desai]
 - Faculty appeals process
 - Confidentiality policy when under investigation
 - Title IX changes, based on recent changes in U.S. administration
- Accommodations for student athletes [*Prof. Armstrong*]
- Federal research funding and indirect costs [*Prof. Davis Keen*]
- Policies around right to bear arms, particularly for students

Ad hoc discussion. During discussion of agenda items above, there was some discussion among the committee regarding the following:

- Salary disparities: The university administration runs a salary study once every 5-7 years on an ad hoc basis. Our previous interim provost (Prof. Courant) once mentioned at an AAAC meeting that

in the previous such study, it was found that for units other than the U-M Medical School, there was a single-digit salary disparity by gender after controlling for seniority, etc. Though this is a smaller disparity than coarser analyses have found, the committee felt that it remained problematic. The committee was also interested in seeing whether there were disparities based on other forms of group membership, especially where data is relatively easier to collect.

- Safety and speech: There was some discussion about these issues, especially given the current controversy with Richard Spencer. It was noted that there are multiple bodies other than the AAAC that were involved in this issue (including advisory bodies to the Chief Diversity Officer), but that it would still be good to hear directly from the provost.
- OIE issues: The three separate issues in the AAAC charge were merged, since these issues all deal with a single organization.
- Accommodations for student athletes: There was a discussion about Prof. Armstrong's interest in establishing a centralized service that could proctor quizzes/exams, etc., for students, so that faculty would be less affected by accommodations made on behalf of student athletes. It was also noted that such a service could serve other situations, e.g., student illness.
- Right to bear arms: It was noted that the university has a policy for staff, but does not appear to have a concrete policy for students.

Next steps:

- Prof. Toyama will send an email to Provost Philbert in advance of the meeting, both to inform him of our anticipated agenda and to see whether he would like to add or change anything.