THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs (SACUA)
Monday, March 5, 2018 3:15 pm
Fleming Administration Building, Regents Room

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

Absent:

Guests: President Schlissel; Members of the Press

3:15: Call to Order/Approval of Agenda

3:16 President Schlissel
Chair Ortega asked President Schlissel to discuss the two working groups that have been assembled to review issues of sexual misconduct on campus.
President Schlissel replied that he is looking for two kinds of help on overlapping aspects of the problem. The first committee, consisting of faculty and staff has been asked if the University is doing enough with respect to training and education. He recognizes that at one level the University can always do more, calling attention to the fact that new hires are given training in the issue, but this training is not repeated and not required of existing employees. He is hoping to develop a culture in which required training for all faculty and staff can be instituted.
The second question is about faculty and staff concerns concerning the culture in which reports are made and handled, and whether or not there is a general understanding of reporting requirements
President Schlissel believes that the culture should be one in which there is support for individuals who report misconduct, and one in which people who make reports feel safe, are confident that there will not be adverse consequences for people who claim that something has happened, and that there is adequate accountability on the part of those responsible for acting upon reports. He feels that, societally, this is a very good time to focus on the issue and hopes members of the University community will be able to look each other in the eye and say that we will not tolerate sexual misconduct.
Presidents Schlissel intends to seek outside expertise to examine the University policies, especially those involving faculty and staff with a view to evaluating procedures (processes, investigations, adjudication, training) in comparison with best practices at other institutions
Chair Ortega said there is concern about whether people are sufficiently trained to know when to make a report, and some fear they will be regarded as complicit if s/he did not report.
President Schlissel replied that people in administrative positions were mandatory reporters, but that there was an open question as to how far the requirement to report extend in the faculty. People holding departmental administrative positions are mandatory reporters, but it is unclear how far the requirement extended to faculty who were supervising research or teaching assistants. He reiterated his feeling that more education around the subject is very important.
Chair Ortega said that part of the challenge for faculty is knowing what to say.

President Schlissel said this is an issue that can be addressed through training, noting that he is not addressing a specific concern, but taking advantage of the societal moment to enhance the University's capacity to respond.

Chair Ortega noted that the most serious problem people face is not whether they are targeted as victims, but when to say something, that they are not recognizing signs or that they do not fully understand a situation.

Professor Szymanski said people can be trained, but it was difficult to find an effective form of training.

Professor Beatty observed that cultural change is a long-term process and not something that can come about simply as the result of a single class.

President Schlissel discussed the two levels of possible training, one that reached everyone and one that involved departmental/unit visits from groups such as the Center for Research on Learning and Teaching (CRLT) players or the Office of Institutional Equity (OIE). He feels the institution needs to establish a baseline level of information for the community as a whole, but that he is seeking the most effective way to achieve this.

Professor Malek noted long-standing concerns on SACUA's part about the transparency of OIE procedures and felt that these issues should be discussed at a future time, in closed session. Chair Ortega said the Ms. Heatlie, Director of OIE will be coming to SACUA at the end of April. President Schlissel expressed his support for Ms. Heatlie and the high level of professionalism she brings to her position. Chair Ortega said that Ms. Heatlie has invited SACUA to comment on OIE's procedures.

Professor Wright endorsed President Schlissel's call for better training, offering a program on cyber-security in the Business School that he must complete each year as an example of a possible way of delivering such training.

Professor Beatty raised the concern that OIE processes can be perceived as being designed to avoid lawsuits rather than to arrive at equitable conclusions.
President Schlissel replied that the processes were not designed to discourage lawsuits, and that he does not want to work in a place where people are wrestling with psychological trauma about what they can and cannot say. He is primarily concerned with promoting a decent work environment for everyone.

President Schlissel provided an update on Richard Spencer's dealings with the University (Mr. Spencer is speaking today at Michigan State University). He said Mr. Spencer's representative was unhappy with the dates that had been offered, and, at present, there is no plan for Mr. Spencer to speak at the University.

President Schlissel said the University is now a year and a half into its enhanced program to promote Diversity, Equity and Inclusion (DEI). He feels that the University is heading in the right direction, with 14 of its schools and colleges having hired an individual with responsibility for overseeing the unit's efforts in this regard. He called particular attention to the Collegiate Postdoctoral Fellowship program in the College of Literature, Science and the Arts (https://lsa.umich.edu/lsa/about/diversity--equity-and-inclusion/lsa-collegiate-postdoctoral-fellowship-program). In the first year 7 fellows had been selected from a pool of 762 applicants (https://record.umich.edu/articles/new-lsa-postdoc-program-selects-scholars-committed-dei), of whom 3 were now appointed to tenure-track positions. In the current academic year, there had been 977 applicants and 15 offers extended.

President Schlissel noted that 10 schools and colleges require all members of search committees to attend STRIDE's Faculty Recruitment Workshops (http://advance.umich.edu/strideWorkshops.php); 9 more schools and colleges require the chair of a search committee to get this training.

In addition to these efforts at the faculty level, the Rackham Graduate School is working to enhance minority enrollment in its programs. Rackham has hired a staff member as a liaison with minority populations, and established the Faculty Allies for Diversity, a group of faculty members who work within their programs in collaboration with Rackham's diversity initiatives on recruitment, admissions, climate, retention, and completion issues (http://www.rackham.umich.edu/diversity-equity-inclusion/allies). CRLT has had 360 faculty members participate in workshops on Inclusive Teaching (http://www.crlt.umich.edu/category/tags/inclusive-teaching).

Perhaps the most important development, President Schlissel said, is that faculty members are now asked to discuss their contributions to the University's DEI program in their annual reviews, and the Provost includes assessment of DEI efforts in his annual review of deans. All of this indicates that, even though the Campus Climate Survey (https://record.umich.edu/tags/campus-climate) showed that there was work still needing to be done, the University is making progress in the area of DEI.

President Schlissel called attention to a number of programs that are helping to diversify the student population. He is especially proud of the Go Blue Guarantee (https://goblueguarantee.umich.edu/), the new financial aid program offering free tuition to most in-state undergraduate students from families with an annual income of up to $65,000. He also pointed to successes in the Wolverine Pathways Program, which is currently active in Southfield, Detroit and Ypsilanti, currently enrolling 630 students from the 7th grade onwards (https://wolverinepathways.umich.edu/). Students who successfully complete the program and are admitted to the University receive full tuition scholarships. The first 31 students have been accepted from this program.

In the wake of incidents involving the placement of racially biased posters around campus, the office of the Dean of Students ' Bias Response Team has established a Bias Incident Response Log which includes a summary of actions taken in response to such incidents (https://www.google.com/url?q=https://deanofstudents.umich.edu/bias-incident-report-log&sa=U&ved=0ahUKEwjhqJviqtbZAhUBna0KHf9YClgQFggGMAE&client=internal-uds-cse&cx=004429323523046389724:anhjn1863-0&usg=AOvVaw3HKiT_XydOfqUX4bD8ig1x). The second round of funding for student-generated initiatives around DEI issues, with grants of up to $10,000 has also been announced.

Professor Szymanski asked about progress on the Rackham Memorial building in Detroit (https://record.umich.edu/articles/u-m-will-consolidate-ownership-rackham-building-detroit).

President Schlissel said planning for the project, with a committee chaired by Chief Diversity Officer Robert Sellers, was ahead of schedule as it looked at how best to renovate the building so it can serve as a home for administering University programs in Detroit and be a place to house educational outreach efforts. It is not foreseen that the Rackham building will be the only place to house such activities, but it is in a central location with a parking lot at a stop on the Q line. One issue is that, while the building has an impressive exterior, its interior requires a good deal of work, and it is necessary for the University collaborate with Wayne State University.

Professor Schultz asked how many students admitted under the university's outreach programs were matriculating since other institutions may be pay full tuition and room and board for the top minority applicants.

President Schlissel said that UM reaches deep to students who come from less privileged backgrounds that may have less "polish" than well-credentialed students. The University's holistic admissions process ensures University admits are extremely talented and come up to speed very rapidly so that all are competing on a level playing field.

Professor Ortega clarified a question on open-access, pointing out that some smaller schools were finding that they could not meet the costs of "open access" and were having to rely

on private philanthropy to maintain existing programs. President Schlissel said there had been no discussion of such issues at Michigan, but he could imagine that there could be challenges at some places.

President Schlissel left the meeting to attend the annual Henry Russel Lecture (https://record.umich.edu/articles/terry-e-robinson-present-henry-russel-lecture-march-5).

3:49 Approval of Minutes

The Minutes for February 12, 2018 were approved

3:50 Status Report Updates

2018 SACUA Election

The Nominating committee has approved a slate of 8 candidates for the election at the 19 March Senate Assembly meeting; the slate is as follows:

Colleen Conway (Music, Theater and Dance)
Ivo Dinov (Nursing)
Marita Inglehart (Dentistry)
Sarah Lippert (Flint)
Mark Rosentraub (Kinesiology)
Deirdre Spencer (Library/Information)
James Tappenden (LSA)

There was discussion of the possibility that there will be self-nominations from the floor at the Senate Assembly and the need to design a ballot that would accommodate self-nominees and others who might be nominated. Professor Wright suggested that empty slots be left at the bottom of the ballot in the event that there should be new nominees. It was agreed that this would be done.

Approval of the 19 March Senate Assembly Agenda

Chair Ortega opened discussion of the desirability of holding the Senate Meeting in advance of the Senate Assembly meeting, given the limited time available because of the SACUA election. Chair Ortega and other SACUA members discussed the problem of garnering a quorum for the Senate Meeting, noting that, in recent years the only quora that had been attained where when the Senate was discussing issues that had arisen within the university community as a whole (e.g. the creation of Shared Services and the release of teaching evaluations). There was discussion of including the motion that Professor Toyama introduced from the Committee for an Inclusive University (CIU) on safety and freedom of speech for a vote by the Senate. It was felt that there would not be enough time to discuss the motion. SACUA decided to postpone the Senate Meeting until 16 April. The Senate Assembly will vote on the motion of the CIU.

Intra-University Summit

Chair Ortega said that the feedback from the seven universities that had provided responses was being analyzed.

Faculty Governance Video

Chair Ortega and Professor Marsh discussed the development of the six-minute script that will explain the structures of faculty governance.

4:29 Executive Session

[OIE visit]
[Resolution from the Tri-Campus Task Force on SACUA Membership]

4:58: Executive Session ended

SACUA approved the following motion from the Tri-Campus Task Force for inclusion on the Agenda of the 19 March Senate Assembly meeting:

Whereas, the University of Michigan (and the Faculty Senate and Faculty Assembly) is composed of three campuses and typically not all campuses are represented on SACUA, and whereas, SACUA membership is determined by a vote of the Assembly in March or April of each year, we move to increase the SACUA membership from 9 voting members to 11 at the next SACUA election and thereafter, in accordance with SACUA nomination and election procedures. The election would proceed as before with eligibility determined by recent election to the Senate Assembly or SACUA Committee. The election would ensure that each campus has at least one member by taking the highest vote receiver from any campus not represented. Maximum apportionment will proceed according to the existing policy.

The motion was approved 6-0-3

5:01 Executive session resumed

[Academic Freedom Lecture]

5:11 Adjournment

Respectfully submitted,

Thomas E. Schneider
Secretary Pro Tem

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."