

## **Senate Assembly Committee Updates for December 16, 2019**

### *Senate Assembly Committees (Advisory to Executive Officers)*

#### Academic Affairs Advisory Committee (AAAC), Chair: Kentaro Toyama

The Academic Affairs Advisory Committee (AAAC) is advisory to the Provost of the Ann Arbor campus. The committee met on November 8 and on December 11. On November 8, the committee discussed the Sexual Misconduct Umbrella Policy with Provost Philbert, Special Counsel Gerdes, AVP Burkel, and Associate Vice President and Deputy General Counsel Petrowski. Of the points that the AAAC raised, the following beliefs were expressed the most strongly: (1) that there should be oversight of the Office of Institutional Equity by a committee formed of representatives of the groups that it directly affects -- students, staff, and faculty; (2) that there should be impartial hearings conducted by trained hearing officers and with review panels populated by the accused employee's peers (e.g., staff or faculty); (3) that employees should have a formal opportunities for appeal -- of the facts, of the hearing outcome, and of sanctions; (4) that no university employees (including staff and non-tenured faculty) should experience suspension of pay or other punitive Interim Measures before a determination of guilt has been made through a procedure that accords the accused employee due process. (5) The committee would like to have more clarity about who is being referred to whenever the draft mentions "the University" as an agent that makes decisions and imposes actions.

Otherwise, the committee also supported the recommendations that were being discussed by the Faculty Senate as follows:

- a. Consistent timelines for students, faculty and staff
- b. The opportunity to participate in a mediated resolution if possible
- c. The opportunity to have a fair and impartial hearing with a trained hearing officer and review panel composed of trained faculty members in the case of a faculty member hearing or trained staff members in the case of a staff member hearing
- d. The opportunity to have a neutral case manager
- e. The opportunity to challenge in writing Interim Measures prior to implementation
- f. Interim decision-making authority assigned to a relevant unit administrator for both faculty and staff to suspend a member of the faculty or staff
- g. Review of an immediate suspension, which must be based on the determination that the faculty or staff member poses an immediate danger to the university community, within 2 working days
- h. Notification of a hearing outcome at least 10 calendar days prior to implementation of sanctions
- i. The opportunity to provide a sanctioning input statement
- j. The opportunity to appeal findings
- k. The opportunity to appeal a hearing outcome
- l. The opportunity to appeal sanctions
- m. Appeal reviews that are conducted by an external reviewer chosen by a predetermined faculty panel for appeals by faculty members, or by an external reviewer chosen by a predetermined panel of staff for appeals by staff members

Communications Advisory Committee (CAC), Chair: Dorene Marke

The Communications Advisory Committee (CAC) is advisory to the Vice President for Communications. The committee met on October 31, 2019. After discussing the mission of the committee, Kallie Michels, Vice President for Communications, presented a graphic outline of functions within her office, including eight distinct areas covering communications around marketing, human resources, policy and administration, as well as Michigan Radio, Michigan News, executive communications, social media, and public affairs. The committee discussed how the Office of the Vice President for Communications interacts with communicators across campus through a Communicators' Form and M-19, a marketing group of high-level communications leads. The committee touched on plans to host a 2020 presidential debate. Future topics of interest were identified including handling crisis communications, media training, FOIA training, and debate planning.

Development Advisory Committee (DAC), Chair: John Pasquale

The Development Advisory Committee (DAC) is advisory to the Vice President for Development. The committee met on October 25 and on November 14. On October 25, an overview of the structure of the Office of University Development was provided as well as assessments of 35 fundraising units. The committee reviewed a campaign assessment document and discussed the donor base, fundraising goals, collaborative projects, and donor prospect cooperation and collaboration. The committee discussed the difference between daily giving and a campaign. The committee's feedback was solicited on endowment minimums for faculty positions. During the November 14 meeting, the committee discussed in more detail endowed faculty positions, including pre-tenure endowments. Additional topics discussed included undergraduate and graduate student support. Specifically, the committee discussed faculty priorities, including what is the most valuable kind of student support. The committee also discussed how the Office of University Development can communicate effectively with faculty.

Financial Affairs Advisory Committee (FAAC), Chair: Brian Love

The Financial Affairs Advisory Committee (FAAC) is advisory to the Executive Vice President and Chief Financial Officer. The committee met on October 24, 2019. Ms. Lorraine Currie, Director of Enterprise Strategic Risk Management was a guest. Ms. Currie provided an overview of her role to help identify and assess strategic risks and put processes in place to manage them. She also gave an overview of the university's Risk Philosophy and Guiding Principles, and she distributed draft common risk language.

General Counsel's Advisory Committee (GCAC), Chair: Margaret Hannon

The General Counsel's Advisory Committee (GCAC) is advisory to the Vice President and General Counsel. This Committee met on November 5, but does not keep formal minutes due to the confidential nature of meetings. The agenda for the meeting is available on the Faculty Senate Office [website](#).

Government Relations Advisory Committee (GRAC), Chair: Ellen Bauerle

The Government Relations Advisory Committee (GRAC) is advisory to the Vice President for Government Relations. The committee met on November 8 and on December 6. On November 8, after introductions and announcements, the committee discussed the South Fifth Avenue site. There have been ongoing conversations about how to use the South Fifth site. The potential

use of the site for student housing has been discussed, but no decisions have been made. Committee members mentioned the ongoing challenges of parking on North Campus and the general lack of amenities on South Campus (the former Fingerle Lumber site). Vice President Wilbanks gave an update on the State's funding for higher education for UM and for other public colleges and universities. The committee planned to discuss the budget further at the next meeting, as well as community reaction to UM hosting one of next year's presidential debates.

Information Technology Committee (ITC), Chair: Melvin McInnis

The Information Technology Committee (ITC) is advisory to the Vice President for Information Technology and Chief Information Officer. The committee met on November 6 and on December 12. On November 6, the committee discussed online voting, phishing and security, and data sharing and access. Software was discussed, such as [Biorender](#), which is used to develop professional science figures. Chair McInnis introduced the concept of [Question Zero](#): What exactly are we trying to accomplish? Committee members commented and themes emerged around innovative approaches for online courses, shared technology that aligns across the institution, and ensuring ready access to state-of-the-art programs and technology.

Medical Affairs Advisory Committee (MAAC), Chair: Rishindra Reddy

The Medical Affairs Advisory Committee (MAAC) is advisory to the Executive Vice President for Medical Affairs. The committee met on November 20. The committee discussed conflict of interest with an emphasis lessons learned from a significant conflict of interest situation at Memorial Sloan Kettering. Memorial Sloan Kettering's response to the findings of violations were discussed, as well as checkpoints at U-M through several existing committees such as UMMS MEDCOI Board, UM Institutional COI Committee, and UMMS Human Data and Biospecimen Release Committee. The committee discussed protecting data through Data Use and Tech Agreements, and with Fast Forward Medical Innovation review of requests to share information.

Research Policies Committee (RPC), Chair: Francine Dolins

The Research Policy Committee (RPC) is advisory to the Vice President for Research. The Committee met on October 25 and on November 22. On October 25, Jay Vornhagen, a postdoc from UM's Postdoc Association, presented to the committee about postdocs at the UM, including describing the characteristics and role of a postdoc, and concerns about pay and benefits. Dr. Vornhagen discussed a cross-sectional survey that was administered in 2018 which analyzed the population of postdocs. Dr. Vornhagen indicated that there is a desire to have a centralized postdoctoral office at UM. He encouraged committee members to advocate for a centralized office and to connect postdocs with UM administrators who postdocs can partner with in establishing a centralized office. On November 22, the committee discussed library support for research. Guests were Marisa Conten, Health Sciences Librarian, and Jake Carlson, Director of Research Data Services at the University Library.

Secretary of the University Advisory Committee (SAC), Chair: Megan Schimpf

The Secretary of the University Advisory Committee (SAC) is advisory to the Vice President and Secretary of the University. The Committee met on November 25 and continued conversations about previous items discussed, such as replacement of long time Vice President for Student Life, E. Royster Harper, the planned presidential debate in October 2020 and nationwide trends in declining enrollment in undergraduate education.

Student Relations Advisory Committee (SRAC), Chair: Gina Cervetti

The Student Relations Advisory Committee (SRAC) is advisory to the Vice President for Student Life. The committee met on October 25, November 15, and December 13. During the October 25 meeting, several guests from the Ginsberg Center attended, including Mary Jo Callan, Director; Dave Waterhouse, Associate Director; and Erin Byrnes, Lead for Democratic Engagement. The committee heard a presentation about democratic engagement and student voting. The Ginsberg Center has been charged with re-shaping the landscape at UM by bringing people with different views together to have dialogue across the spectrum of social and political identities. Mary Jo Callan expressed that faculty engagement is critical to success. The committee discussed and shared ideas about encouraging civic engagement. Some thoughts that emerged during the discussion included issues around voter registration, facilitating open communication and engagement, and ways to convey information about the voting process and rights to students. Committee members were encouraged to collect data from colleagues about how they engage students around voting and civic engagement for the November meeting. During the November meeting the committee continued its work with Ginsberg Center staff regarding civic engagement, the voting challenge, and civil discourse.

*Senate Assembly Committees (Other)*

Building, Facilities and Infrastructure Committee (BFIC), Chair: Doug Richstone

The committee met on October 28 and on December 4. On October 28, the committee discussed parking and mobility on campus. Steve Donlan, UM Director of Parking Operations, provided data in response to questions posed during the previous year. A high level overview of the data included data that faculty and staff increased by 38% from 2005 to 2018, and total gross square feet of buildings on the Ann Arbor campus increased by 35% during the same time period. It was noted that while blue parking spaces have increased by 24%, it is believed that more than half of these new spaces can be attributed to NCRC, which is distant from the congested areas of Central, Medical, and North Campuses. The committee also discussed how new buildings contribute to parking, as well as alternative options to parking on campus. It was stated that the university does not have a consistent policy to estimate future increases in faculty and staff, and the need for additional parking, when new buildings are built. There was consensus among committee members who were polled by email after the meeting that there is a problem with the availability of parking on Central, Medical, and North Campuses, and that there is a need for additional parking spaces. On Dec 4, the BFI committee met with Graham Institute Director Jennifer Haverkamp to hear about Sustainability and in particular about the President's Commission on Carbon Neutrality. Members of the committee have indicated considerable interest in sustainability last year, and the committee thought this was a good way to continue that discussion. Looking to the new year, the committee hopes to have a joint meeting with the Financial Affairs Advisory Committee.

Committee on Civil Rights and Liberties (CCRL), Chair: Barry Belmont

The Committee on Civil Rights and Liberties (CCRL) met on October 24 and on October 29. Two meetings were held to maximize participation in discussing and drafting a resolution in response to the University's drafted changes to its Student Sexual Misconduct policy, currently "Sexual Misconduct Umbrella Policy." The committee developed a [Resolution](#) urging the University to address eight items that were presented to Senate Assembly on November 18, and that will be presented again for consideration on December 16 due to the lack of a quorum

to vote on the Resolution in November. The committee discussed Faculty Senate rules for proposing a resolution as well as the voting process. The committee also reviewed Michigan ACLU's open letter regarding the student sexual misconduct policy and SPG 601.38 "Required Disclosure of Felony Charges and/or Felony Convictions." The committee discussed additional issues including transgender rights/protections in Michigan under consideration by the US Supreme Court, facial recognition policy, DNA collection from migrants on the border, and election support.

Committee on the Economic Status of Faculty (CESF), Chair: Martha McComas

The Committee on the Economic Status of the Faculty (CESF) met on November 6 and on December 4. On November 6, the committee discussed comparing faculty economic data with peer institutions. A list of peer institutions provided by UM officials was discussed. The committee considered non-tangible items that are relevant to the economic status of faculty, such as retirement benefits, health benefits, child/elder care, and tuition assistance. The committee determined that data could be obtained through College and University Professional Association for Human Resources (CUPA-HR). Academic HR at U-M agreed to gather data. Integrated Postsecondary Education Data System (IPEDS) data obtainable through the US Department of Education will also be analyzed. On December 4, the committee looked at initial comparison data from the National Center for Education Statistics, and discussed creating a plan for the development of comparison tables and the research/writing of a report. The committee plans to invite an administrator from Academic Human Resources at UM to attend a meeting in January.

Committee for an Inclusive University (CIU), Co-Chairs: Maria do Carmo Pereira da Costa and Hitomi Tonomura

The Committee for an Inclusive University (CIU) met on October 28. The main topic of discussion was clarification of the committee's charge. Toward this goal, the committee framed the discussion around Vice Provost Rob Seller's presentation at the Community Conversation event that took place on October 16. The discussion focused on the composition of the audience at this and at other DEI events, and noted gender and possibly racial and ethnicity-based imbalance among attendees. Ideas were solicited to understand the possible causes of this imbalance, and to promote a more inclusive representation of the UM population at DEI public events. The committee discussed the structure of departments and colleges that tend to allocate DEI related responsibilities to people of color that may reduce engagement from others in events. A decentralized structure that emphasizes vertical rank-differentials among tenure-track faculty, research-track faculty, staff, graduate students, and undergraduate students was also noted as a potential inhibitor of coordinated efforts to work toward common goals. The committee considered various concrete initiatives and measures that might promote a more balanced and inclusive representation at DEI events.

Davis, Markert, and Nickerson Academic Freedom Lecture Committee (DMNC), Co-Chairs: Michael Atzmon and Gary Krenz

The DMN Academic Freedom Lecture Committee (DMNC) finalized a slate of four panelists for the 30<sup>th</sup> anniversary DMN Lecture, which will take place on Tuesday, October 27, 2020. The panelists include:

Nadje S. Al-Ali, Brown University

Jan Tomasz Gross, Princeton University  
Michael Bérubé, Pennsylvania State University  
Susan Benesch, Harvard University

*Additional Scheduled or Pending Other Committee Meetings:*

Tri-Campus Committee (TCC), Chair: Caitlin Finlayson

The Tri-Campus Committee (TCC) will meet on December 16.

Administration Evaluation Committee (AEC), Chair: Keith Riles

Meeting Pending spring 2020