

AAAC Meeting Minutes for January 12, 2018

Present from the AAAC (8-9am): Pamela Davis-Kean, Gaurav Desai, Hsiao Hsin Sung Hsieh, Enrico Landi, Kristin Klein, Semyon Meerkov, Kentaro Toyama (chair and notetaker).

Absent: Ketra Armstrong, Terri Conley, Kevin Jiang (undergrad representative), Chris Lu, Kimberly Kearfott, Neil Marsh (SACUA liaison), Lissa Patterson, Seth Quidachay-Swan, Cathy Sanok, Scott Piper, Ellen Wixted (grad representative).

The provost canceled his appearance due to spillover effects of a long illness in early January. However, the AAAC met from 8-9am, and Prof. Toyama met with Special Counsel Christine Gerdes from 9-9:30am to plan future meetings. Relevant notes from that meeting are also included below in brackets.

Minutes. The minutes from the Dec. 12 meeting were approved by a unanimous vote among those present.

AAAC priorities for the semester. The committee noted that the following agenda items should be prioritized, with items roughly in decreasing order of importance for the AAAC (i.e., most important at top). Where we narrowed to a specific request, it is noted below.

- **Request to commission a study on faculty salaries**, with a focus on potential group-based disparities by gender and by other readily available group-based breakdowns (e.g., race). Previous such studies focusing on gender were conducted (and published) as follows:
 - 2001: https://www.provost.umich.edu/reports/U-M_Gender_Salary_Study.pdf
 - 2012: <https://www.provost.umich.edu/reports/Faculty%20Salary%20Study%20Report%202012.pdf>
 - [Special Counsel Gerdes noted that there may have been another study in between.]
- **Request for information on non-base-salary pay for faculty**, such as bumps for administrative positions, etc. Specifically, are there university-wide standards or norms? What components of pay exist?
- **Request for information on administration's views about research indirect costs**, where they are headed, and whether there is potential for relief for Centers and Institutes (which are "taxed" on all of their expenditures), and for foundations grant funds (which typically limit indirect costs).
 - [Special Counsel Gerdes suggested that the AAAC invite Vice Provost for Academic and Budgetary Affairs, Amy Dittmar, to a coming meeting, to discuss these issues. Prof. Toyama accepted. Special Counsel Gerdes will try to arrange week of Jan. 15.]
- **Request for information on university's position on non-U.S.-citizens affiliated with the university.** Specifically, what does the university do to help with travel for people affected by travel ban; and, what is the university's policies with respect to DACA students?
 - [Special Counsel Gerdes suggested that the AAAC invite Associate General Counsel David Grimm, as well as someone from the International Center to a meeting to discuss. Prof. Toyama agreed. This meeting will be scheduled after Vice Provost Dittmar's meeting is scheduled.]
- **Request for a review of the transition to Shared Services.** Specifically, how much of the originally promised goals it accomplished.
- **Request to consider expanding centralized services to handle legitimate student accommodations**, such as for athletes, performers, students with disabilities, illnesses, family

deaths, etc. Currently, Services for Students with Disabilities offers such services. Can these be expanded to include other categories of students, beginning with athletes?

- OIE appeals process, and other OIE issues.
 - [Special Counsel Gerdes noted that SACUA Chair Robert Ortega had been in conversation in with OIE head and Associate Vice Provost Pamela Heatlie. Prof. Toyama will contact Prof. Ortega to see if further action is required from AAAC.]

Potential priorities. The committee raised the following issue, but suggested that it be further discussed by the committee before raising to the provost.

- Request for university budget overview and discussion.
 - [Special Counsel Gerdes suggested that Vice Provost Dittmar could do this in the same meeting with indirect costs. Prof. Toyama tentatively agreed.]

AAAC non-priorities. The committee de-emphasized the following issues on the agenda:

- Speech and safety issues. These were addressed by Provost Philbert in the Dec. 12, 2017 meeting. Also, there are several faculty and SACUA groups working on these issues separately.
- Fitness of Duty policies, reconciliation of two: <http://spg.umich.edu/policy/201.15>; <http://spg.umich.edu/policy/201.15-01>.
 - [Special Counsel Gerdes clarified that SPG 201.15 applies to staff and 201.15-01 applies to faculty.]
 - One question for AAAC – Is it worth pushing for clearer wording in the SPGs about this?
- University policies on right to bear arms. The AAAC is still seeking clarity on this, but urgency is very low.

Input from the AAAC: At the Dec. 12, 2017, meeting, Provost Philbert expressed interest in hearing about instances when collaboration was inhibited, whether in research, teaching, or otherwise at the university. Prof. Toyama requested that AAAC members think about instances they could think of. [Special Counsel Gerdes confirmed that Provost Philbert was indeed interested in pushing on this issue, and affirmed that a list of specific issues would be helpful.]