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THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs (SACUA)

Monday, April 13, 2019 3:15 pm

The meeting was held via Bluejeans because of the COVID-19 Shutdown

Present: Ahbel-Rappe, Beatty (chair), Conway, Dinov, Gallo, Malek, Manera, Marsh, Potter, Spencer, Banasik, Snyder

Absent:

Guests: Professor Hannoosh; Professor Ortega; Members of the Press

3:16: Call to order/ Approval of Agenda and Minutes

Chair Beatty called the meeting to order. The agenda was approved. The minutes for March 30 were approved.

3:19: Announcements

Chair Beatty said that she, Professor Conway and Dr. Banasik had met with President Schlissel, discussing plans for Commencement, the University's financial situation, and the ongoing response to COVID-19. President Schlissel said the University is preparing an asynchronous repository of commencement addresses and performances for graduates. He said he hopes this will be seen as a way to celebrate Commencement rather than as a replacement for the actual ceremony, which he hopes to hold in the 2020/21 academic year for those who would have received degrees at the 2020 Spring Commencement.

In response to questions about the University's financial situation, President Schlissel said there have been funding shifts, with refunds paid for room and board as well as parking passes. He noted also that athletic revenues are down. The administration is concerned about the negative economic impact of the COVID-19 outbreak on the state of Michigan's financial situation and the effect it will have on the state appropriation for the 2020/21 academic year. He said that the University will most likely have to devote greater resources to financial aid because many families will be dealing with negative impacts on their incomes from the crisis. The University will have to come up with creative ways to achieve this since financial aid is based on 2019 tax filings and the relevant 2020 information will have to be obtained in some other way. He also noted that the University Health System had suffered serious losses because elective surgeries have been postponed.

When he was asked about the possibility that staff would be furloughed, President Schlissel said the administration's priority is to avoid breaking the University's psychological contract with its 60,000 employees. Therefore, while the University was unlikely to be able to continue at the current level of operation after April 1, the administration's aim will be to be equitable in making cuts. He added that the University's research will be restarted carefully and in accordance with best practices with respect to public health as will the residential fall semester.

In response to a question about offers of Personal Protective Equipment (PPE) from private sources, President Schlissel said the Medical Center has all that it needs; the

administration does not want people to bring their own PPE because this cannot be certified as safe.

In response to a question about former Provost Philbert, President Schlissel said there will be information within the next two months.

Professor Conway said that graduates will receive diplomas by digitally and by mail. Dr. Banasik noted that President Schlissel said that the commencement videos will be ready by the date of Commencement.

Chair Beatty drew attention to the published revisions proposed for Regents Bylaws 5.09/10 and to the call for comments through May 4. Professor Manera asked if SACUA would make comments on the revisions. SACUA agreed to discuss the issue at the April 24 meeting.

3:32: SACUA Officer Candidate statements

Chair Beatty said voting for incoming SACUA officers would commence at 5:00 pm via Simply Voting, and that the election results would be processed at 9:45am on Tuesday, April 14. Dr. Banasik reminded SACUA that a majority of members needed to vote to provide the necessary quorum for a legitimate election of for the Chair. Professor Conway was the only candidate for Chair.

Professor Conway said she will continue to work with SACUA on its dual roles of advising the administration and supporting faculty. She said that work with the Office of Institutional Equity (OIE) will continue to be a priority in the coming year, and that SACUA would have to build the new Judicial Committee if the Regents' approved the proposed 5.09/10 revisions. She looks forward to working with the new committees, and strengthening the Faculty Senate Office.

Professor Manera and Librarian Spencer were candidates for Vice Chair

Librarian Spencer said her many years as a librarian have given her experience in building consensus between groups with differing agendas, and that her emphasis, as a librarian, was helping people. She recalled that during her first year as a SACUA member she had taken the initiative to examine the University's grievance procedures, looking at the possibility of providing written training for grievance monitors, and moving the training process away from Academic Human Resources. She felt that SACUA had been very successful during the 2019/2020 academic year in generating greater enthusiasm for faculty governance from the Senate Assembly and the Faculty Senate through Town Halls on the Umbrella Sexual Misconduct Policy and the revisions to Bylaws 5.09/10. She felt this outreach should continue, and that SACUA should be seen as a readily accessible resource for faculty. She further suggested that SACUA develop protocols for its reception of visitors.

Professor Manera said SACUA had dealt with major issues in the past year and will continue to be engaged as the representative of faculty interests to the University administration during the evolving COVID-19 situation. She feels that the economic repercussions of the outbreak will continue for some time and that SACUA will need to collect feedback from the faculty at large to bring a unified voice to the administration. She will provide analytical thinking in support of the new chair.

Professor Marsh reminded the meeting that only current members of SACUA vote.

Professor Dinov asked the candidates how they would respond if the University president proposed a 30% salary cut for faculty?

Librarian Spencer said she would seek to know what the President was thinking, how he was making his decision, and the basis for the decision. She would suggest that people be rearranged rather than cut, that she would fight for faculty and services.

Professor Manera said that the possibility of such a proposal underscored the necessity for closer involvement between SACUA and the administration so as to avoid being presented

with a fait accompli. She believes it is important that SACUA be involved as soon as possible to influence a decision before it is finalized.

Professor Conway said that in that scenario SACUA would need to put together a task force of its own to study the models the administration is using, that it would bring people together, and represent the faculty senate.

3:50 SACUA Subcommittees

Chair Beatty asked if SACUA should form more subcommittees like the Faculty Hearing Committee (FHC), which is supposed to be a subcommittee of SACUA members to hear faculty issues. Dedicated subcommittees could facilitate the work of SACUA, and could function in a manner similar to the Regents' subcommittees. Professor Potter clarified that the FHC is used in grievance situations, to represent faculty members whose grievance filings have been unsuccessful in their own units (not as a subcommittee to hear general faculty concerns). He noted that in the past recommendations from FHC had resulted in the Provost recommending that tenure cases be reconsidered. Professor Marsh said the FHC is a resource for people who have nowhere else to go.

Chair Beatty asked if SACUA should consider forming subcommittees to deal with specific issues, such as communication via the redesigned website. She encouraged the group to consider this the coming year.

4:00: Faculty Ombuds

Professors Hannoosh and Ortega joined the meeting. Chair Beatty asked the ombuds if they had encountered issues relating to due process, saying that SACUA had encountered complaints about lack of due process in evaluative contexts. Professors Hannoosh and Ortega said this issue should be discussed in Executive Session, and requested that the group move to executive session at the end of their allotted time.

In response to SACUA's inquiry prior to the meeting regarding the placement of the University's Mediation Services from Human Resources (HR) into OIE, Professor Ortega reported that and that there is currently a suggestion that it will be housed with the Staff Ombuds, into whose office the person who had been supervising Mediation Services had moved. He noted that there was not a substantial demand for the services of this office at the present time, and that the issue arose because the webpage link for Mediation Services indicates that the group is attached to University Human Resources (<https://hr.umich.edu/sites/default/files/mediation-services-flier.pdf>). Librarian Spencer said that the office was once associated with Faculty and Staff Counseling and Consultation Services (<https://hr.umich.edu/benefits-wellness/health-well-being/mental-health-counseling-consultation-services/faculty-staff-counseling-consultation-office-fascco/counseling-consultation-services>). Professor Hannoosh said she has asked Academic Human Resources to clarify its location.

4:10 Executive. Session

4:35 Matters Arising

5:07 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 polices 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."