

Minutes 15 June 2020  
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THE UNIVERSITY OF MICHIGAN  
Senate Advisory Committee on University Affairs (SACUA)  
Monday, June 15, 2020 3:15 pm  
The meeting was held via Zoom because of the COVID-19 Shutdown

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

Absent:

Guests: Members of the Press

3:16: Call to order, Approval of Agenda, Approval of Minutes and Announcements

The agenda was approved. The minutes for May 18 were approved. Chair Conway thanked Professor Beatty, who will be taking up a position at Eastern Michigan University, for her contribution to SACUA and the University as a whole. She noted that Professor Potter would host an event honoring her service when that becomes possible. Conway also thanked Professor Marsh and acknowledged his upcoming service as SACUA Past Chair for 2020-2021.

Chair Conway said this is the last scheduled meeting for the year, but that SACUA would hold additional meetings if necessary.

3:20 Faculty Senate Office Updates

Dr. Banasik discussed the meeting that she, Chair Conway, Professor Manera and Professor Potter had with Associate General Counsel and Special Counsel to the Provost Gerdes and Assistant Vice Provost for Academic and Faculty Affairs Burkell about the Judicial Committee. It was agreed that the committee should have a minimum of twelve members serving three-year terms after an initial period in which terms would be staggered. The issue of compensation for committee members, if a panel had to meet over the summer is still under discussion. Dr. Banasik also attended the Faculty Governance Consortium at which it appeared that other institutions shared similar issues to those that had surfaced in the Senate Assembly meeting with President Schlissel, including academic honesty and child care. She said some institutions have been doing faculty surveys.

3:25 Announcements from SACUA Chair

Chair Conway said President Schlissel and Interim Provost Collins were very grateful for, and found very helpful, the information transmitted to them from the Senate Assembly. Chair Conway reported to Interim Provost Collins faculty felt that units will need central direction in handling university-wide issues such as scheduling and childcare. There was a discussion of the process through which faculty could “opt-out” of coming to campus, and that Special Counsel Christine Gerdes has offered to come to SACUA to discuss developing the necessary paperwork. Dr. Banasik noted that another university has designed an opt-out process that is administered by

Human Resources rather than through departments. Chair Conway invited SACUA members who are interested in joining this discussion to let her know by 9:00 am on June 16<sup>th</sup>.

3:30 Follow Up for Breakout Groups at [Special Senate Assembly Meeting](#)

Professor Toyama said members of his sub-group at the Senate Assembly meeting on July 8 had expressed concern about the process through which faculty could “opt-out” of returning to teach on-campus in the Fall Semester, saying that reasons faculty members might feel “opting out” is necessary are age, health concerns (verified by a doctor’s note), anxiety, and child care. Dr. Banasik said that many institutions are looking to develop very flexible policies, but that these policies have not been finalized. Professor Finlayson noted that issues of medical privacy, make it preferable to have such policies administered by Human Resources rather than through a department chair. Professor Manera asked about people who are in contact with older people, which, Chair Conway agreed, could also be a reason for person not coming to campus. Dr. Banasik noted that these are all reasons why it is preferable to have Human Resources making decisions about the circumstances governing a faculty member’s presence on campus.

Professor Gallo said she anticipates that “opting out” will be extremely contentious issue as a result of the discussion with her sub-group at the Senate Assembly meeting as well as discussions on the committee that she served on with the Provost’s task force (Graduate and Professional Students). She noted that several graduate student groups had raised concerns about a large fraction of tenure-track faculty electing not to come to campus thereby leaving the burden of in-person instruction on the Graduate Student Instructors (GSIs). Such a situation is problematic given that a GSI might have the same issue of caring for another person that prevents a tenure-track faculty member from returning to campus. The issue of fairness is of considerable concern to GSIs. Chair Conway agreed that there need to be “opt-out” procedures for students as well as faculty. Professor Gallo said she has the impression that an overwhelmingly large number of faculty do not want to teach in person in the Fall Semester and that the administration needs to be prepared for there being a shortage of people to accomplish the percentage of in-person instruction that is desired. Professor Manera noted that the Ann Arbor Public Schools (AAPS) have not made a final decision about what the school year will look like.

Professor Marsh asked if Interim Provost Collins had discussed the health situation in residence halls. Chair Conway replied that the President and Provost feel that Student Life had made good preparations for life in residence halls, but we all remained concerned about students living off campus. Professor Marsh agreed that the University cannot control the off-campus interactions in which transmission is most likely. Chair Conway observed that instructional issues might take priority over delaying the Tenure and Promotion process (another issue frequently raised at the Senate Assembly meeting) until the fall.

Professor Finlayson said Faculty will have to deal with the policies of their daycares—e.g. a policy that, if a child falls ill with COVID-19, the whole class will be quarantined for fourteen days—and wondered if the University could **expand the number of subsidized hours for its *Kids Kare at Home* program, which provides emergency childcare coverage.**

Librarian Spencer asked if it was reasonable to have a University of Michigan faculty representative speak with AAPS. Chair Conway pointed out that P-12 decisions are made on a county wide basis, and that Washtenaw County is unlikely to be greatly concerned by issues of University faculty in particular. Professor Gallo pointed out that policies for the public schools and preschools would vary enormously, that the University’s daycare has not reopened, and will have strict procedures for monitoring health issues when it does. Conversely, some private daycares have already opened. She noted that all working parents are in this situation, and many

other employers are not taking account of employees' personal situation that University faculty feel is desirable. University faculty should not expect special treatment that others do not receive. She further noted that the financial repercussions on the COVID-19 outbreak have only begun to be felt, and that impact of a fully remote semester is potentially enormous.

Chair Conway said there was concern about advice being given to faculty that they will need to have both in-person and an online syllabi for the Fall. Professor Potter said faculty who know they will be teaching online—e.g. they teach large courses—should be allowed to start recording lectures before the beginning of the term to ease the burden both of time and on the facilities, and that this should be seen as both a safety and a pedagogical issue. Librarian Spencer asked about the availability of assistance in preparing course materials. Professor Potter said that James Devaney, Associate Vice Provost for Academic Innovation, was part of the group on large and foundational courses with which he was meeting, and his impression was that Associate Vice Provost Delaney is doing the best he can, but there are practical limitations on what he can do. Professor Toyama suggested faculty should all start with an online model and then think about what can be done in person. Professor Dinov said that, given the varied needs of students, all courses need to be designed to enable asynchronous teaching. Chair Conway noted that messaging about teaching has been interpreted in various ways by different faculty, and some were not currently planning for extensive online instruction.

#### 3:40: Planning for 7/8 Faculty Senate Town Hall

Chair Conway said both President Schlissel and Interim Provost Collins will be present at the Town Hall meeting. Special Counsel Gerdes has offered to provide assistance from the provost's office to support the logistics of meeting including the Question and Answer part of the meeting. Break-out groups will follow the 45-minute period during which President Schlissel and Interim Provost Collins will speak and field questions. It is likely that they will be explaining decisions with respect to the Fall Semester.

Chair Conway said that in the absence of concrete knowledge about how many people will attend the meeting, all SACUA members will manage breakout groups along with invited members of Senate Assembly. Information would then be passed along to the President and Interim Provost as rapidly as possible after the meeting. Professor Toyama suggested this process could be facilitated through the development of an online form through which people could submit their responses. Professor Potter suggested that decisions will probably be made at the Regents' meeting, so having a feedback form ready to go makes sense. Professor Ahbel-Rappe asked if there were updates on enrollments of undergraduates and graduates? Chair Conway and Professor Liu said that numbers seem to be good, but until students actually arrive it is hard to tell. It was mentioned that some international students will face visa issues. Professor Potter said there is anecdotal evidence for pressure from students to have in-person instruction in the Fall Semester. Professor Marsh said that his department is advising students from abroad to stay home. He noted that if the Regents are making a decision about the Fall Semester on June 25<sup>th</sup>, people will be asking questions as soon as the announcement is made.

#### 3:58 Executive Session

[SACUA Statement]

SACUA approved the following statement:

I write today to share with you that the Senate Advisory Committee on University Affairs (SACUA) joins with the many voices across our campus in supporting the Black Lives Matter

movement and our community's continuing efforts to confront and eliminate racial inequities at the University of Michigan. We are committed to identifying and addressing power dynamics and climate issues on our campus which facilitate systemic racism. While making our voices heard is a critical first step, an even more critical second step is action. SACUA will be developing charges for Senate Assembly committees for the 2020-2021 academic year with the primary requirement that they examine the implementation of the University's stated goals of ensuring justice and equality for all members of the University's community. Two committees approved by Senate Assembly earlier this year will take equity and inclusion as their specific focus. These committees are the newly created Committee on Oversight of Administrative Action (COAA), and the Committee for Fairness, Equality, and Inclusivity (CFEI). As we develop charges for these and all Senate Assembly committees, please contact the [Faculty Senate Office](#) with your input, suggestions, or request to volunteer on a committee. We look forward to hearing from you, and we invite you to join us as we do this important work together.

[Faculty Awards]

After reviewing ten nominations, SACUA selected Dr. John F. Greden, Professor Emeritus of Psychiatry and Research Professor Emeritus, Michigan Neuroscience Institute, Medical School and founder of the University of Michigan's Depression Center as the 2020 recipient of the Regents' Award for Distinguished Public Service.

4:23: Adjourn

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 policies 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."