

Draft Minutes of 21 September 2020
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Approved 16 November 2020

THE UNIVERSITY OF MICHIGAN
SENATE ASSEMBLY MEETING
Monday, 21 September, 2020 3:00
The meeting was held by zoom

Present: Abir, Ahbel-Rappe (by virtue), Ali, Barzilai, Bawardi, Burzo, Butt, Byon, Castilho, Caulfield, Conway (by virtue), Dal Cin, DiFeo, Dinov, Dolins, Evrard, Fabiilli, Finlayson (by virtue), Fontana, Gallo (by virtue), Garner, Gnedin, Hertz, Huang, Hughes, Hyde, Junghans, Kahn, Kattari, Kazerooni, Ketefian, Kolmanovsky, Lagisetty, Lahiri, Lampe, Laurence, Lepri, Liu, MacLatchy, Madathilparambil, Maitra, Manera (by virtue), Mansfield, Maxim, Mesa, Morgan, Okwudire, Pal, Partridge, Passey, Pinto, Ramaswamy, Sales, Singer, Snyder, Spencer (by virtue), Subramanian, Toyama (by virtue), Van Berkel, Wang, Wright

Alternate Requested: Andrias (Law), Modrak (Art & Design), Ostling (LSA)

Alternates Present:

Absent: Bridwell-Rabb, Conjeevaram, Friese, Guzdial, Jenkins, Kessentini, Knoblauch, Liang, Mendlow, Nelson, Papaleontiou, Trumpey

3:00: Approval of the Agenda and Minutes

Chair Conway called the meeting to order. She said that there will not be live transcription available in the breakout rooms, but it will be available in the main room; and voting will be through the hand raise feature in zoom to avoid the screen reader issue that was a problem in the Faculty Senate meeting. She said that the chat function will only be used for issues related to the conduct of the meeting.

Professor Dinov proposed the following motion:

Motion to express FSA confidence in the SACUA Chair, Secretary and FSO Director The motion was added to the agenda.

Professor Kattari proposed the following motion:

WHEREAS, the University of Michigan, being a public institution of higher education, is subject to multiple laws (including the Americans with Disabilities Act; the Rehabilitation Act of 1973, Section 504 and Section 508) that define and require non-discrimination against individuals with disabilities and equitable access for people with disabilities to employment and to the benefits of the institution's programs, activities, and services.

WHEREAS, the University of Michigan Office of Diversity, Equity, and Inclusion has stated a commitment to creating an environment in which "each member of our community has full opportunity to thrive" and to "working actively to challenge and respond to bias, harassment, and discrimination."

WHEREAS, the functioning of faculty governance at the University of Michigan depends on the full and free participation of all members of the University Senate.

WHEREAS, SACUA and the Faculty Senate Office have previously failed to make participation accessible to all members.

BE IT RESOLVED that the Faculty Senate Office will make its modes of communication, meetings, and voting mechanisms as accessible as possible, and in alignment with the commitment to DEI and the law

- by relying on the expertise of accessibility professionals and individuals with disabilities at the University of Michigan;
- by ensuring that both senate assembly and faculty senate meetings are accessible for all participants;
- by providing all meeting materials given before, during and after the meeting, including but not limited to motions, minutes, video, etc., in accessible formats;
- without requiring voting approval for procedural and technological changes made for the express purpose of enabling equitable participation by all members, including individuals with disabilities;
- with sufficient notice to all membership of any procedural or technological changes in order to enable the broadest participation possible. The motion was added to the agenda.

Ann Zaniewski reporting for the *University Record* and Julia Forrest, reporting for the *Michigan Daily* introduced themselves to Senate Assembly, as did members of SACUA. Chair Conway said the goal of the meeting is to approve the Senate Assembly's committee charges.

3:33: Faculty breakout rooms for discussion of topics for future Senate Assembly meetings 3:43: Faculty Governance Presentation

Dr. Banasik reviewed the structure of Faculty Governance. The slides she presented can be accessed here: <https://facultysenate.umich.edu/wp-content/uploads/2020/10/Faculty-Governance-Overview.pdf>.

3:46: SACUA Chair report

Chair Conway thanked SACUA for its extra work over the summer. She said she met with the Academic Programs Group (APG), which consists of the Deans and the Provost, on September 16 to discuss the work of faculty governance, addressing the roles of Senate Assembly and the APG as centers for communication between the central administration and the University community. She asked deans of units, including the Ford School, the School of Public Health and the School of Kinesiology, that do not currently have their full complement of members in Senate Assembly to arrange to fill their empty seats.

Chair Conway said that the next event to be sponsored by the faculty senate will be a Regents Forum at 10:00 am on October 9, 2020.

3:49 Proposal for a Committee on Anti-Racism

Librarian Spencer said that, in the course of the summer, SACUA had explored its committee structures to see if anti-racism was adequately covered. SACUA concluded that it was not, and therefore has unanimously proposed the creation of the Committee on Anti-Racism.

The proposed charge for the Committee on Anti-Racism is as follows:

To define racist and anti-racist behaviors and their subsequent manifestations; serve as a body to whom racist policies and practices can be reported; oversee the investigation and discipline of racist behaviors, incidents, research and publication on the part of faculty. Collect data on faculty reports of racism. Identify anti-racist best practices for faculty to respond to negative results from Prop -2 and free-speech. Maintain a curated list of resources on how to incorporate anti-racism into curricula. Establish a public facing presence on anti-racism by at least keeping abreast of campus anti-racism events and publicizing them, if not attending them as well. Sponsor at least one public facing anti- racism event per year (workshop, art performance, talk or paper, panel discussion etc.).

Professor Ahbel-Rappe said there is substantial faculty support for the creation of the committee. Professor Mesa asked how the work of this committee would be connected with that of the Office of Diversity, Equity and Inclusion (DEI). Librarian Spencer said she saw many ways for the committee to operate, working with the DEI office and the Office for Institutional Equity (OIE), and that the committee, if it chose to do so, could serve as a reporting body to which people can bring complaints. Professor Bawardi expressed his support for the committee saying that there is need for all members of the University community to have their voices heard, that the University is “diversity starved,” and that the issue of racism is not adequately addressed by binary black/white issues, drawing attention to issues faced by Arab Americans, including the “Neo-orientalism,” which appropriates the voice of Arab Americans. Professor Hyde expressed strong support for the idea of the committee, but expressed concern that the proposed charge for the does not address systemic racism.

The motion to establish the Committee on Anti-Racism was tabled until 4:15 so that Senate Assembly could hear from Vice President Harmon.

4:00: Martino Harmon, Vice President for Student Affairs

Vice President Harmon, a graduate of the University of Toledo, who grew up in Cleveland and Toledo, said he had a 26-year background in student affairs and student success programs at a variety of institutions. His immediate previous positions were at Iowa State University, where he was Associate Vice President for Student Affairs for seven years, and then Vice President for Student Affairs. In those positions, his focus was on health and wellness initiatives, DEI programs, and student assessment. His key priorities are delivering a safe semester for students and staff, learning more about the campus, and improving communications on campus. He is looking to support students in safety, health, well-being and harm reduction, delivering on essential services such as community development as well as educational programing on topics such as social justice. He wishes to link the work of Student Life to the University’s core educational mission.

In the two and a half months since his arrival, Vice President Harmon said that he recognized the very challenging environment. He is impressed with the University’s commitment to safety, and appreciates working with public health professionals. He is looking forward to greater engagement, in person, with the campus community, and has taken steps in this direction by handing out safety kits on the Diag, meeting students in dining centers, and meeting with student leaders.

Professor Dal Cin asked Vice President Harmon to speak to his approach to engagement with undergraduates, noted that Central Student Government had readjusted resources to help students in quarantine housing. Vice President Harmon said he wishes to be open with students, that he recognizes the

approach has been inconsistent, and said that his office is in the process of hiring two case managers to provide support to students. He said that CSG's offer to give students more access to food came after he had met with CSG's leadership. Professor Bawardi said many students are concerned with dissent and activism, and asked how Vice President Harmon would support those interests. Vice President Harmon replied that many groups offer such support, including Intergroup Relations (<https://igr.umich.edu/>), which helped students understand their role as activists, and the Ginsberg Center (<https://ginsberg.umich.edu/>). He has personally been involved in meeting with student activists, and was a student activist in his undergraduate years at the University of Toledo. He will return to Senate Assembly at a later meeting.

4:16: Committee on Anti-Racism

Chair Conway proposed to pass the principle of the Committee on Anti-Racism, asking the committee to look at the name and the charge once it has been populated. Professor Bawardi seconded the motion. Professor Ahbel-Rappe said there has never been a committee to address racism—a committee such as the Committee for Fairness, Equity and Inclusion (CFEI) cannot adequately address the issue. Professor Mesa said she worried that the Committee on Anti-Racism would be policing its colleagues, and asked how the faculty can work towards a common goal without being punitive. Chair Conway said that a committee chair can bring forward a proposal to change the name of the committee. The motion to create the Committee on Anti-Racism passed with 42 votes in favor.

Professor Hyde introduced a motion stating that Senate Assembly will approve the name and charge of the committee at its meeting on October 26. Professor Hughes seconded the motion. The motion passed with 44 votes in favor.

After a discussion about a lack of information and understanding about the details surrounding the events that occurred during the September 16 Faculty Senate meeting, Professor Dal Cin proposed to table Professor Dinov's motion. Professor Snyder seconded the motion. The motion to table passed with 39 votes.

Chair Conway called the question on the proposal introduced by Professor Kattari. The motion passed with 35 votes in favor.

5:05: Chair Conway said topics for the meeting on October 26th will include, the Office for Institutional Equity, which will make a presentation, the charge for the Committee on Anti-Racism, and the way that Senate Assembly committees should work.

5:06: Adjourn
Respectfully submitted

Respectfully submitted

David Potter
Senate Secretary

The 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.

University of Michigan Bylaws of the Board of Regents, Sec. 4.04:

The Senate Assembly

The Senate Assembly shall serve as the legislative arm of the senate.

The assembly shall have power to consider and advice regarding all matters within the jurisdiction of the University Senate which affect the functioning of the university as an institution of higher learning, which

concern its obligations to the state and to the community at large, and which relate to its internal organization insofar as such matters of internal organization involve general questions of educational policy.

Rules of the University Senate, the Senate Assembly and the Senate Advisory Committee on University Affairs: In all cases not covered by rules adopted by the Senate, the procedure in Robert's Rules of Order shall be followed.