



Draft Minutes of 25 January 2021

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THE UNIVERSITY OF MICHIGAN
SENATE ASSEMBLY MEETING

Monday, 25 January, 2021 3:15

The meeting was held by zoom

Present: Abir, Ahbel-Rappe (by virtue), Ali, Bridwell-Rabb, Burzo, Butt, Byon, Castilho, Conway (by virtue), Dal Cin, DiFeo, Dinov, Dolins, Evrard, Fabiilli, Finlayson (by virtue), Fontana, Friese, Garner, Gnedin, Hertz, Hyde, Junghans, Kahn, Kattari, Ketefian, Knoblauch, Lagisetty, Lahiri, Lampe, Laurence Liang, Liu, MacLatchy, Manera (by virtue), Mansfield, Maxim, Mesa, Modrak, Okwudire, Pal, Papaleontiou, Pinto, Ramaswamy, Sales, Singer, Smith, Snyder, Spencer (by virtue), Toyama (by virtue), Van Berkel,

Alternate Requested: Huang

Alternates Present: Trela (Huang)

Absent: Andrias, Barzilai, Bawardi, Caulfield, Conjeevaram, Gallo (by virtue), Guzdial, Hughes, Jenkins, Kazerooni, Kessentini, Kolmanovsky, Lepri, Madathilparambil, Maitra, Mendlow, Morgan, Nelson, Ostling, Partridge, Passey, Subramanian, Trumpey, Wang, Wright

3:16: Call to order/ Welcome/Announcements/Approval of Agenda/Minutes of 12/14

Chair Conway called the meeting to order. She indicated that a link to the materials for the meeting via Dropbox was available in the chat, and that Senate Assembly members who wished to make use of the services of a transcriptionist should indicate this to Dr. Banasik through the chat. She said that voting will take place via Simply Voting (<https://www.simplyvoting.com/>) and that the system had been tested prior to the meeting. The minutes for December 14 were approved.

3:20: Faculty Senate Office Updates

Dr. Banasik introduced Faculty Senate Office Coordinator Elizabeth Devlin. She is joining the Faculty Senate Office after last working at Washtenaw Community College, having previously worked at the University of Michigan. She said that the Electronic Meetings Accessibility Task Force had completed its work and recommended procedures would be sent for review by the Senate Assembly prior to the February meeting.

Chair Conway said the Faculty Senate Office Coordinator will take on all the scheduling of committee meetings and would be taking minutes at committee meetings.

3:23: SACUA Updates

Chair Conway invited Senate Assembly members to submit questions that she could put to the President and Provost at her private meetings with them.

Chair Conway drew attention to the Committee on the Economic and Social Well-Being of the Faculty (CSEWF) survey about the impact of the COVID-19 pandemic on faculty, which closes at 11:59 on

January 26, 2021. She said SACUA had endorsed the petition from the Committee on Fairness Equity and Inclusion (CFEI) in favor of the extension of the Go Blue Guarantee program to UM-Dearborn and UM-Flint. This petition will be presented to President Schlissel, who will discuss the issue at the February 2021 Senate Assembly meeting

Chair Conway said the Research Policies Committee (RPC) will request the change of its name to the Research Advisory Committee (RAC). The Senate Assembly will vote on the name change at the April 2021 meeting when Vice President Cunningham will be present.

Chair Conway said that she and Dr. Banasik met with Office for Institutional Equity (OIE) Director Strickman about the creation of a faculty advisory board for OIE so that there will be a faculty board, a student board and a staff board. Chair Conway expressed the hope that central faculty governance would be involved in the creation of the faculty board once the Provost's office asks for volunteers for this group. She said that she had held extended conversations with the Regents about the events of January 6th, 2021 in Washington DC.

Chair Conway said that the Senate Assembly has been invited to submit nominations for membership of the search committee for the new Chief Financial Officer by 5:00 pm on January 26, 2021. The Faculty Senate Office will then contact nominees to determine their interest in serving. At least one member of the committee will be a Senate Assembly nominee. She said Provost Collins will be meeting with SACUA on February 1, 2021. She invited members of Senate Assembly to provide topics for discussion with Provost Collins.

Librarian Spencer said that she had heard requests for greater university assistance for faculty with small children, noting that some, but not all, faculty have the means to hire private tutors for their children. Professor Hyde said that the Provost's office has taken a membership in care.com (<https://www.care.com/>), which provides information about care givers, but that faculty have to pay for the services they receive.

Professor Mansfield said that he feels the administration overestimates student compliance with policies connected with COVID-19 and feels that the administration should take steps to exercise greater control over student conduct. He commended Michigan Medicines signs providing information about the vaccination program at Michigan Stadium. Professor Modrak said that President Schlissel and Provost Collins should facilitate anonymous whistle blowers.

3:35: Nominating Committee

Chair Conway said that in preparation for the SACUA election at the March Senate Assembly meeting, a nominating committee will be elected that will consist of two outgoing SACUA members and four outgoing members of Senate Assembly. The job of the committee is to identify candidates for SACUA (self-nominations are encouraged) and confirm the eligibility of those candidates. The Committee will aim to have two candidates for each of the four open positions on SACUA. Senate Assembly voted to establish the Nominating Committee.

3:42 COVID-19 Faculty Council Update

Professor Hyde said that the Faculty COVID Council, which meets bi-weekly, has met with President Schlissel and Provost Collins five times. The groups also meet with leaders of the University's vaccination program, and with Executive Vice President for Medical Affairs Runge, who are looking to receive direct feedback.

Professor Hyde said President Schlissel and Provost Collins have been trying to address every question the Faculty COVID Council raises. Professor Hyde noted that while opinions on the Faculty COVID Council are heterogenous, there are clear and recurring themes. Topics of discussion have included vaccine rollout, testing, Winter Semester planning, child care and other barriers to faculty success, and ways to influence student behavior. He noted that the administration has included more information on its Coronavirus Dashboard (<https://sph.umich.edu/covid/precision/mistartmap.html>) in response to recommendations from the Faculty COVID Council.

Professor Hyde said that the University Health System has the capacity to vaccinate 25,000 people a week but it cannot reach capacity due to vaccine shortages.

Professor Hyde noted that there are communication issues on the Faculty COVID Council, between the Faculty Council and the administration, and with the broader University community. The Faculty COVID Council is not sure it is communicating effectively.

Chair Conway said she attended the Student Relations Advisory Committee (SRAC) with Vice President for Student Affairs Harmon. She said there had been a guest at the meeting from the Medical School who had discussed strategies for communicating with students about safe behavior. SRAC also discussed the faculty role in promoting safe behavior, and believed that student safety is connected with the students' sense of connection to the University.

Professor Mansfield asked if the Faculty COVID Council's material is viewable from outside. Professor Hyde said the Faculty Council's documents are informal, and therefore not accessible. He would like a better way for faculty to raise issues connected with the University's response to the pandemic, which, he feels, can most effectively be communicated with the administration via SACUA.

Chair Conway said that all of her private meetings with President Schlissel and Provost Collins begin with questions about how faculty are dealing with the pandemic.

Professor Kattari requested more information about the way the COVID situation in Washtenaw County is being handled. Professor Hyde said that the University leadership has invited the Washtenaw County Health Director (<https://www.washtenaw.org/1129/Health-Department>) to meet with it and that there is direct communication between the two groups.

Librarian Spencer asked if there were ways to enhance the vaccination program for students. Professor Hyde said it is disheartening for students to learn they not be vaccinated until the fall. Professor Finlayson asked if the student vaccination rate is having an impact on planning for the Fall 2021 Semester. Professor Hyde said Provost Collins is working on plans for the Fall Semester, and are aware that they waited too long before announcing plans for the Winter 2021 Semester. He said that President Schlissel and Provost Collins are very aware of the vaccine schedule.

Professor Dal Cin said that additional financial support for child care is not a bad thing, but some people will not use it and that it is not sufficient to undo inequity in the challenges faculty are facing. Professor Hyde said Provost Collins have been asking deans and directors for ways to solve the issues felt by faculty. Professor Difeo said the administration needs to be cognizant of the impact of having the schools closed while faculty are teaching from home, and of the impact that University policies have on the community. Chair Conway noted that faculty give lectures for colleagues who are facing child care issues.

4:00: Kevin Hegarty, Executive Vice President and Chief Financial Officer (CFO)

CFO Hegarty addressed the meeting from his home in Austin, Texas. Chair Conway asked him for an update on the state of the University's budget.

CFO Hegarty said at the University of Texas, where he served before coming to the University of Michigan, he had responsibility, as CFO, for the budget, but at the University of Michigan, that responsibility resides with Provost Collins and Senior Vice Provost for Academic and Budgetary Affairs Dittmar. At the University of Michigan, the CFO manages investments and facilities. The University has 14 billion dollars in investments, 10 billion dollars in facilities. He operates and maintains the 35 million square feet that the University operates around the country. He is also responsible for Shared Services, (<https://ssc.umich.edu/>), which he feels works very well. He said Pam Gabel who runs Shared Services has done an excellent job. Another area of the CFO's responsibility is Human Resources. His office administers Human Resources for Staff through the office of Richard Holcomb, the Associate Vice President for Human Resources, but Alexandra Matish, Associate Vice Provost for Academic and Faculty Affairs and Senior Director, Academic Human Resources reports to Provost Collins. The Financial Operations office (<http://finance.umich.edu/>) manages payroll, procurement, sponsored programs, financial analysis, banking and debt, internal controls, risk management and tax issues. His three other areas of responsibility are the Staff Ombuds (who, he regrets does not lack for work, which he regards as regrettable) (<https://staffombuds.umich.edu/>), Enterprise

Strategic Risk Management (<http://finance.umich.edu/risk-management>) and the Center for Positive Leadership Communication and Culture (<https://positiveorgs.bus.umich.edu/>), which helps employees know what they are responsible for, manages employee appreciation efforts, and is connected with Diversity, Equity and Inclusion efforts.

Professor Richstone introduced himself to the Senate Assembly as chair of the Financial Affairs Advisory Committee (FAAC). He asked CFO Hegarty if the University is sharing operational information with other universities. CFO Hegarty said information sharing is in a preliminary stage.

CFO Hegarty, who is retiring, said that he sent a note to the Board of Regents saying he has tried to leave the University better than he found it, that the University is in great financial shape, and has weathered the storm caused by the pandemic quite well in the scheme of things. Professor Richstone agreed with CFO Hegarty's assessment, and asked what his points of emphasis would be if he were to be continuing in his position. CFO Hegarty said his first point of emphasis would be the need to get through the COVID-19 challenge. President Schlissel has not decided on what the Fall Semester will look like in light of the slow rollout of the vaccine, and that staff will need more of a glide path (longer than a month or two) to plan their lives. He said the Division of Student Life is losing a great deal of money in the Winter Term with only 1300 undergraduates coming back into dorms, and that the overall cost of the pandemic to the University will amount to several hundred million dollars. A second challenge is the aftermath and cost of the Anderson case. He does not know what the final result of this will be—there have been hundreds of claims filed against the University. Third area of challenge is connected with carbon reduction. President Schlissel's commission has issued a report on the subject (http://sustainability.umich.edu/media/files/pccn/pccn_draft_final_report.pdf). The most conservative estimate for the cost of is electrifying the campus probably is 8.87 billion dollars.

CFO Hegarty noted that capital construction can be difficult to explain—e.g. it is confusing for staff to hear they are not going to receive a salary increase when approval is given for a billion-dollar addition to the hospital. He advised the administration to have a serious discussion about the University's huge investment in capital construction and renovation. He said that while the University has balanced renewal of the old buildings versus new construction, there is a tendency to favor new construction because donors prefer giving for new construction rather than repair of older properties. Another issue is the Detroit Center, for which a conference center has been proposed. He drew attention to the situation of Cornell University and Cornell Tech in New York City (<https://tech.cornell.edu/event-services/>). Cornell has lost substantial amounts of money as a result of this commitment.

Professor Mesa asked about the University's budget model which works against collaboration across units, given that money follows students. CFO Hegarty said that the University's cost centered budget model works better than the model at the University of Texas, which focuses on operating costs at the expense of capital costs. He said that in the University of Michigan's budget model, anyone can raise the need for a new facility. The Provost then makes the decision based on academic need before advancing the project to the President, who will decide about bringing the project to the Board. The capital model is very subjective, and the President appreciates that some schools generate more revenue than others. CFO Hegarty said that he has urged that the Humanities not get robbed given that outside money tends to concentrate in the Sciences. He feels it is important for faculty to be part of the communication in the budget process.

Professor Toyama said he was encouraged by the statement that the faculty has a significant voice in decision making, and asked if the University leadership is open to a very expensive climate initiative. CFO Hegarty said some portfolios are attuned to serve the faculty, others are more insular. He said that whether one agreed or disagreed with the President, the vote at the September 16, 2020 Faculty Senate meeting was a wakeup call to the President and Provost that they need to be listening to the faculty. He said President Schlissel and Provost Collins are now much more attuned to the faculty than they were in the past. He noted that no one wished for the faculty, the core of the University, to say that it did not have confidence in them. He feels it is important for the faculty to engage directly with President Schlissel.

Chair Conway introduced the representatives from Guidepost Solutions and said the Senate Assembly meeting would adjourn after meetings between Senate Assembly members and Guidepost Solutions representatives in the breakout rooms.

5:00 Adjournment

Appendix: SACUA Nominating Committee Ballot

Third Term SACUA Members: Please select 2 candidates.

Name	School/College
Colleen Conway	School of Music, Theatre and Dance
Ivo Dinov	School of Nursing
Deirdre Spencer	University Library

Third Term Senate Assembly Members: Please select 4 candidates.

Name	School/College
Eunshin Byon	Engineering
Ilya Kolmanosvsky	Engineering
Benjamin Passey	Literature, Science and the Arts
Damani J. Partridge	Literature, Science and the Arts
Samer Ali	Literature, Science and the Arts
Sonya Dal Cin	Literature, Science and the Arts
Suanne Caulfield	Literature, Science and the Arts
Christine Nelson	Medical School
Maria Papaleontiou	Medical School
Mario Fabilli	Medical School
Gabe Mendlow	Law School
Kate Andrias	Law School
Dave Wright	Ross School of Business
Rogério Castilho	School of Dentistry
Bilal Butt	School of Environment & Sustainability
Courtney Snyder	School of Music, Theatre & Dance
Shanna Kattari	School of Social Work
Joseph Trumpey	Stamps School of Art & Design
Marouane Kessentini	U-M Dearborn
Greg Laurence	U-M Flint

Respectfully submitted

David Potter
Senate Secretary

University of Michigan Bylaws of the Board of Regents, Sec. 4.01:

The University Senate

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.