

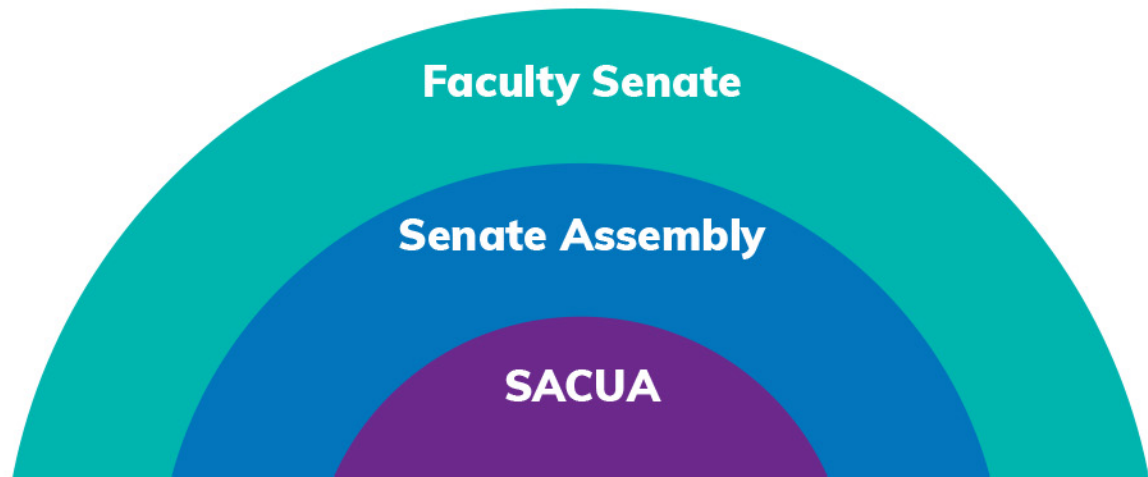


# Academic Affairs Advisory Committee

Advisory to: Provost Susan Collins

Kanakadurga Singer, Chair

Committee Members: Lola Eniola-Adefeso, Rachel Goldman, Michael Hess, Annalisa Manera (SACUA), John Pasquale, Rebekah Modrak, Mark Rosentraub, Sergio Villalobos Ruminott, William Schultz, Priti Shah, Chitra Subramanian



## Academic Affairs Advisory Committee

- We met 9 times.
- What was your committee's primary focus this year?
  - COVID impacts on faculty and student experience and promotion and tenure.
  - Feedback on how units responded to COVID.
  - Communication about anti-racism efforts.
  - Discussions on administrative leadership evaluations.
  - Feedback on Office of Institutional Equity, umbrella policy, and how to share information on such policies with the U of M community.



# Academic Affairs Advisory Committee Overview

- An accomplishment I would like to highlight is the collaborative focus we had this year to support the WilmerHale taskforce, guidepost, CESWF, and COAA.
- Anticipated work for next year includes:
  - The overall issues related to trust, equity, leadership hiring and accountability.
  - If after Guidepost Solutions' recommendations there are still issues would recommend AAAC work on a commentary/statement from all committees/SACUA/Senate Assembly on this larger issue.
  - COVID impacts on P&T will be longer than just this year and still needs to be addressed.
  - OIE processes – faculty rights protection, disparities in process for students vs faculty/staff (attorney vs advisor, appeal process), and best models for cases (single investigator vs hearing vs some intermediate)
  - Follow through on anti-racism efforts – policing, salary equity and outcomes of new cluster hires.

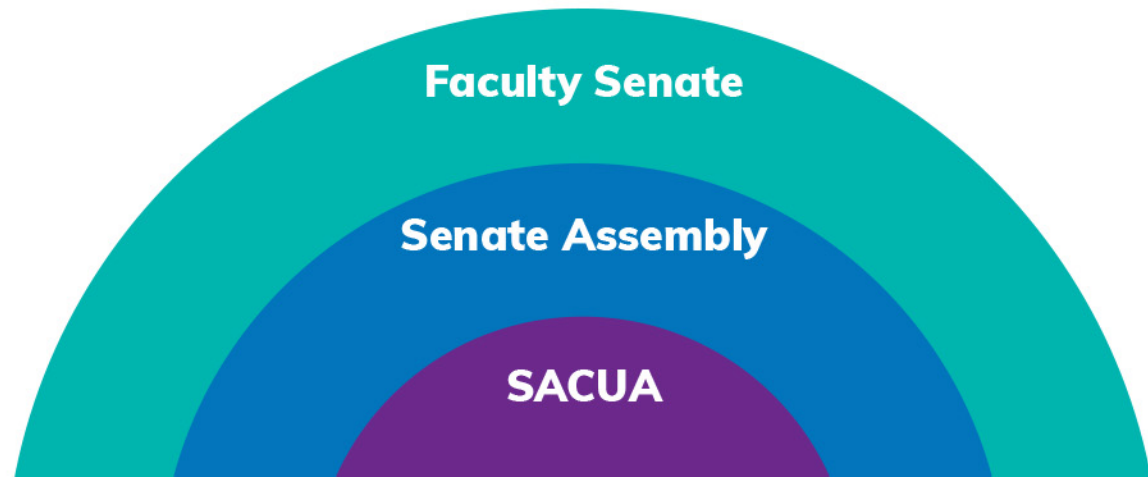


# Communications Advisory Committee

Advisory to: Kallie Michels, VP for Communications  
(with Dave Reid)

Stephanie D. Preston, Chair

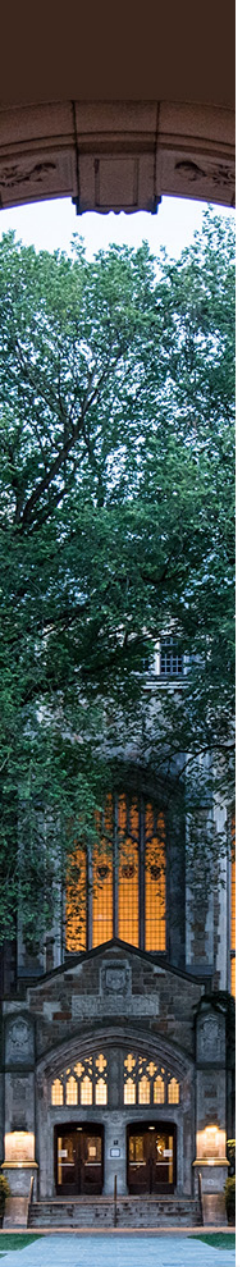
Committee Members: Karl-Georg Federhofer, Caitlin Finlayson (SACUA), Amanda Halbert, Marieka Kaye, Chandan Kumar, Kayla Niemann, Josh Pasek, Yulia Sevryugina, Amanda Thatcher





# Communications Advisory Committee Overview

- 4 meetings focused on increasing trust and transparency through reliable, accessible communications about COVID-19, anti-racism, and sexual harassment.
- Continued discussions on increasing faculty engagement.  
Presenters:
  - Nikki Sunstrum, U-M Director of Social Media and Public Engagement
  - Center for Academic Innovation: Elyse Aurbach (Public Engagement Lead) & Rachel Niemer (Director, Outreach and Access)
  - Colleen Conway, Faculty Senate Chair/Professor of Music Education



# Communications Advisory Committee Overview

- Helped established President Schlissel's weekly COVID briefings, which are highly attended.
- Trust improved between faculty/staff and administration.
- Anticipate a continued need for clear, accessible, open communication from U-M administration to stakeholders, while proving a commitment to an inclusive workplace, free of discrimination, harassment, and hostility.



# Development Advisory Committee

Advisory to: Tom Baird, VP for Development  
(with Todd Baily and Conor Neville)

Dorene Markel, Chair

Committee Members: Paul Barrow, Ellen Bauerle, Marilia Cascalho, Hui Deng, Karen Downing, Trenton Ingell, Darnysus Jackson, Elif Oral, Angelo Pitillo, Danilo Santoboni, Deirdre Spencer (SACUA), Robert Ziff



**Faculty Senate**

**Senate Assembly**

**SACUA**

# Development Advisory Committee Overview

- We met 5 times during 2020-2021 year.
- Our charge for this year was to:
  - facilitate a knowledge exchange between OUD and DAC members to broaden faculty knowledge of OUD activities and for OUD to hear faculty priorities and input.
  - utilize DAC members for their area expertise and insights on how to help shape long-term development planning.





# Development Advisory Committee Overview

- Two accomplishments to highlight are:
  - our focus on the impact of COVID on UM faculty, students, staff and highlighting to donors the amazing work accomplished during this complicated time.
  - the focus on DEI at UM and how we have embraced being proactive in this area and how it applies to dev.
- Anticipated work for next year include:
  - how to best engage faculty in the next campaign,
  - how to connect all three UM campuses in dev. work,
  - a focus on units/centers/institutes without alumni or patients for fundraising.



# Financial Affairs Advisory Committee

Advisory to: VP and CFO Kevin Hegarty

Doug Richstone, Chair

Members: Adam Matzger, Daniel Rife, Erhan Bayraktar, Erik Marshall, Erik Nielsen, Ivo Dinov, (SACUA), Jessica Pasquale, John Mansfield, Keith Riles, Michael Byers, Nancy Allee, Nicholas Reed, Dunnick, Vincent Alessi



**Faculty Senate**

**Senate Assembly**

**SACUA**

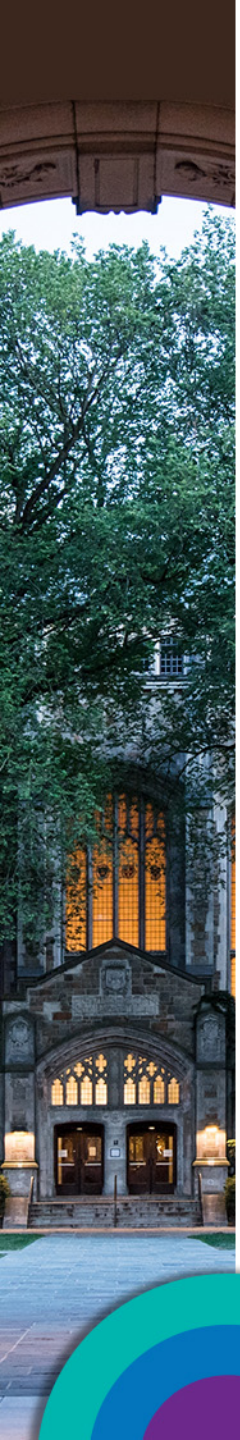
# Financial Affairs Advisory Committee Overview

- We met 4 times.
- Our Primary Focus:

During this era of considerable disruption due to Covid-19, we wanted to understand how the University investments were doing, and we wanted to focus on providing a sounding board for the CFO in areas where he thought faculty feedback would be helpful.

The Vice-President was particularly interested in our views of appropriate responses to the Wilmer-Hale report (How do we do a better job of vetting people for high level staff positions?).

A second HR-related area was what features of pandemic-induced work patterns could be carried over into future operations. For example, can some staff work from home and others not? Can this increase job satisfaction? Can a strategy in this area mitigate parking problems and traffic congestion? What services need to be physically proximate to faculty they support?



# Financial Affairs Advisory Committee Overview

- Survival in this very difficult year. I believe we have a good working relationship with many of the component parts that report to the CFO.





# Financial Affairs Advisory Committee

## Next Year's Agenda

- It would be good for this committee to understand how the University will be administratively implementing Carbon Neutrality. For example, is our investment strategy going to support CN? What will implementing geothermal power cost (if we do that)?
- We'll presumably have a new EVP/CFO in the fall. This committee will be much of their introduction to the faculty, so we should try to be helpful and responsive to their concerns and needs.



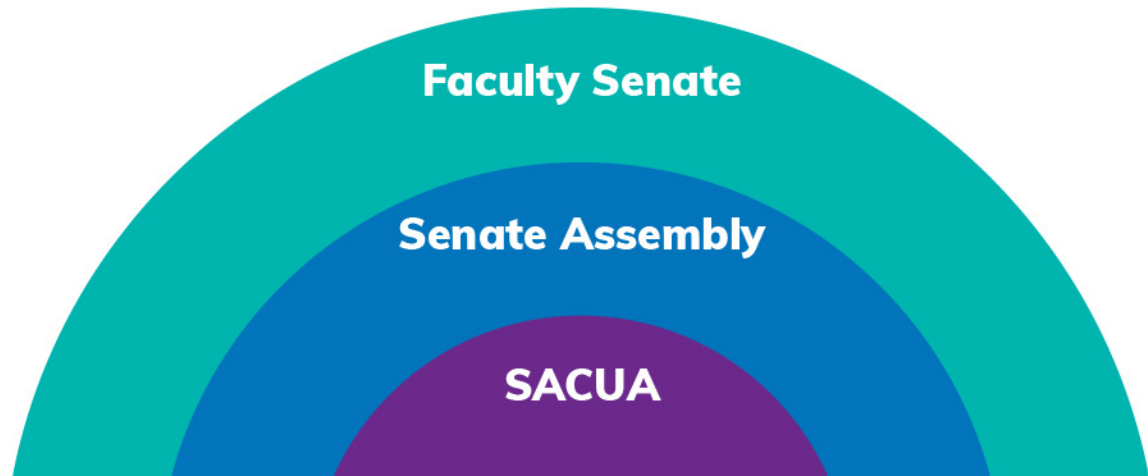


## **General Counsel's Advisory Committee**

Advisory to: Timothy Lynch, VP and General Counsel

Anca M. Avram, Chair

Committee Members: Sara Ahbel-Rappe (SACUA), Michael Atzmon, Michael Bastedo, Lorraine Buis, Kristin M. Collier, Phil Frost, Margaret Hannon, Kirsten Herold, Daniel Hertz, Sam Miller, Seth Quidachay-Swan, Lori Tschirhart, Judith Walker, Humza Chohan, Aidan Greenstein



# General Counsel's Advisory Committee Overview

- We met 4 times.
- Our primary focus this year was to advise/inform the General Counsel's office on current opinions, viewpoints and attitudes the faculty espouses. We touched on the following issues: Supervisor-Supervisee Relationships Policy; UM Sexual Misconduct Policy, and approaches to vaccination policy.



# General Counsel's Advisory Committee Overview

- An accomplishment I would like to highlight is a timely and very important discussion regarding possible framework of institutional vaccination policies.
- Anticipated work for next year includes defining vaccination strategies on campus for the next academic year.





## Q&A

- Academic Affairs Advisory Committee
- Communications Advisory Committee
- Development Advisory Committee
- Financial Affairs Advisory Committee
- General Counsel's Advisory Committee

Breakout rooms 1 and 2

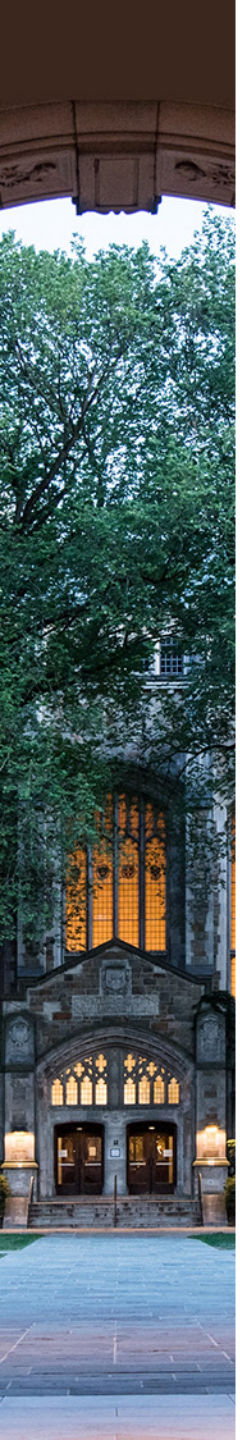
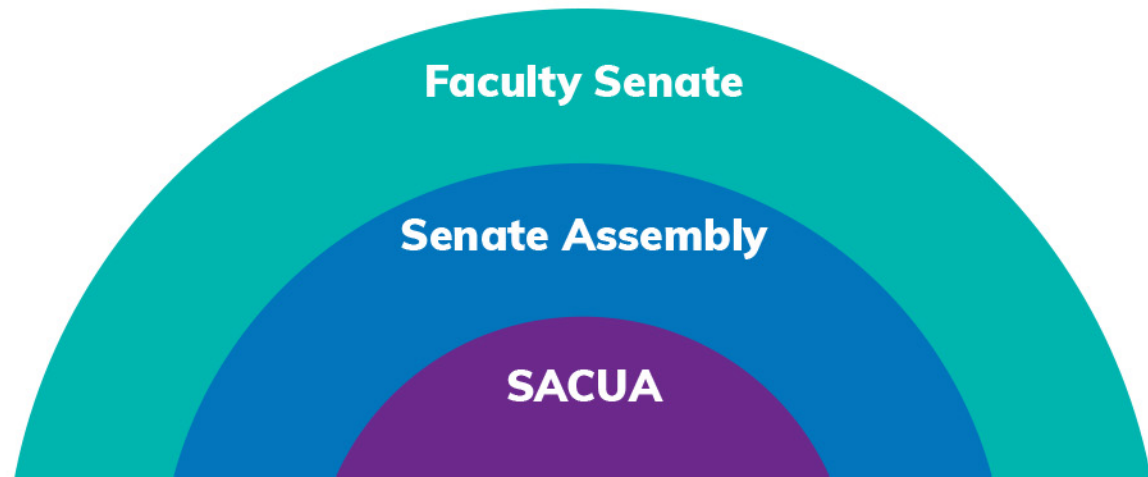


# Government Relations Advisory Committee

Advisory to: Chris Kolb, VP Government Relations

Alexandra Rivera, Chair

Committee Members: Morgan Beeler, Kara Charbarneau, Anna Ceballos, Marisa Conte, Vincent Glud, Justin Hodge, Erin Kahle, Daniil Manaenkov, John Mansfield, H Renee Nguyen, Jacob Pearlman, Michael Thompson, Kentaro Toyama (SACUA)



# Government Relations Advisory Committee Overview

- GRAC met 6 times.


We focused on our charge:

1. Discuss strategies to advance the civic engagement of UM faculty, students, and staff.
2. Review current and projected state budgetary priorities, especially relevant to higher education. Discuss Michigan's state budget and identify its impact on the University.
3. Analyze and summarize community issues (local, state, regional...) relevant to campus and to the University community.



A vertical photograph on the left side of the slide showing the exterior of a University of Michigan building with Gothic-style architecture, including a large arched window and a smaller arched entrance below it. The building is surrounded by green trees.

# Government Relations Advisory Committee Overview

- An accomplishment we would like to highlight is:
    - Shifting focus to advise on COVID 19 implications for campus and community
  - Anticipated work for next year includes:
    - Continue to assess and provide input re: UM response to COVID 19 as it relates to campus and the broader community
    - Analyze and advise on University impact on local community issues such as affordable housing, community infrastructure, etc.
    - Assess federal and state budget implications for UM and Higher Ed
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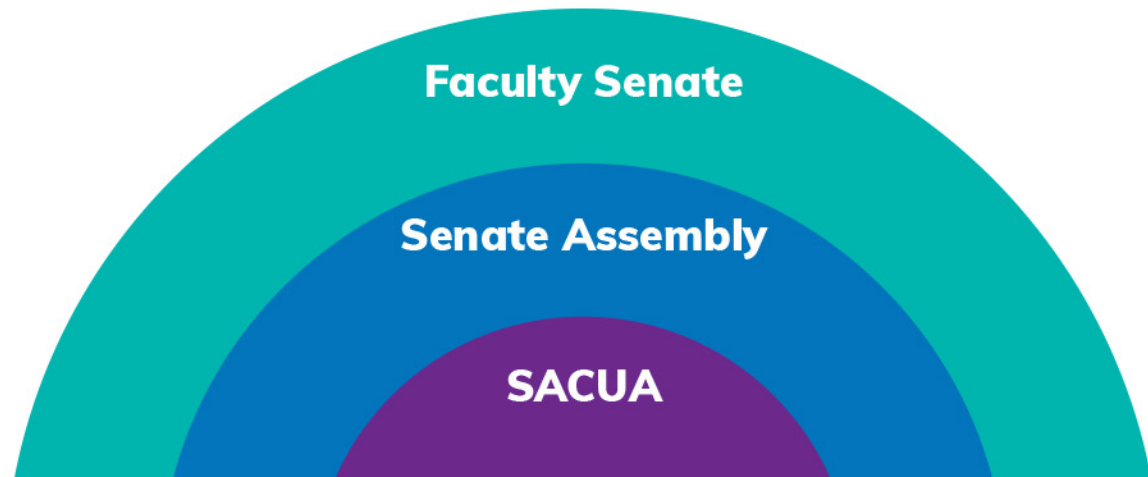


# Information Technology Committee

Advisory to: Ravi Pendse, VP Information  
Technology and CIO

Niko Kaciroti, Chair

Committee Members: Marisa Conte, Melissa Dyson, Ryan Echlin,  
Emily Fuentes, Colby Lewis, Allen Liu (SACUA), Zhixin Liu, Melvin  
McInnis, Ryan Richter, Rachel Vacek, Yingjie Qiu



# Information Technology Committee

- We met 6 times.
- Our primary focus this year:
  - Consider issues of Diversity, Equity, and Inclusion (DEI) in terms of service delivery and technical assistance, and provide best practices for IT resources and their effective use for new project development among diverse populations on campus.
  - Evaluate the effectiveness of virtual meetings to inform future business practices post COVID-19
  - Assess new technologies that may facilitate work in teaching, research, and service to stay current on the most current technological innovations.



# Information Technology Committee

- An accomplishment I would like to highlight is implementing effective virtual meeting platforms to handle large interactive meetings, including making online meetings accessible to all, especially those with hearing or visual impairments.
- Anticipated work for next year includes
  - Continue to consider issues of Diversity, Equity, and Inclusion (DEI) in terms of service delivery and technical assistance, and provide best practices for IT resources and their effective use for new project development among diverse populations on campus.
  - Improve support for data management, including storage (support the migration from Box to Dropbox)



# Medical Affairs Advisory Committee

Advisory to: Marschall S. Runge, Executive Vice  
President for Medical Affairs

**Lisa Kane Low**, Chair School of Nursing,  
School of Medicine, Women's and  
Gender Studies 2019-2022

**Jawad Al-Khafaji** Medicine 2019-  
2022

**Ajjai Shivaram Alva** Michigan  
Medicine 2018-2021

**Jill Cherry-Bukowiec** Michigan  
Medicine 2018-2021

**Chandan Kumar-Sinha** Medical  
School 2020-2023

**Cormac O. Maher** Medical School 2020-  
2023

**Soumya Rangarajan** Michigan Medicine  
2018-2021

**Ivo Dinov**, School of Nursing SACUA  
Liaison  
2020-2021

**John Tranfaglia** Michigan Medicine 2019-  
2022

**Benjamin Moy** Medical School 2020-2021

**Krupa Patel** Medicine | Neuroscience  
2020-2021

**Terry Voepel-Lewis**, School of Nursing  
2020-2023





# Medical Affairs Advisory Committee

- We met 5 times this year
- Our updated committee charge included the following:
  - Explore any changes in healthcare and implications for curricular innovations (e.g. COVID-19, telehealth initiatives, use of simulation training, and the financial impact of changes in health care).
  - Explore national and global health care issues with a focus on anti-racism and the role of UM.
  - Assess the impact of interprofessional education and training initiatives within UM and nationally.



A vertical photograph of a Gothic-style building with large arched windows and a central entrance, surrounded by green trees. The image is partially obscured by a colorful circular graphic at the bottom left.

# Medical Affairs Advisory Committee

- The committee has looked at general issues that have all had a COVID 19 overarching influence including health system financial future, vaccination campaigns, diversity equity and inclusion in creating community within the health system, interprofessional learning and role of the simulation center in supporting just in time training.
- We are turning to clinical faculty roles in faculty governance as a topic that is the beginning of a larger discussion related to promotion and progression across appointment types (upcoming in May)
- Anticipated work for next year includes expanded focus on the DEI work that addresses both the work environment for faculty within MM and considers how this influences or is influenced by patient care experiences

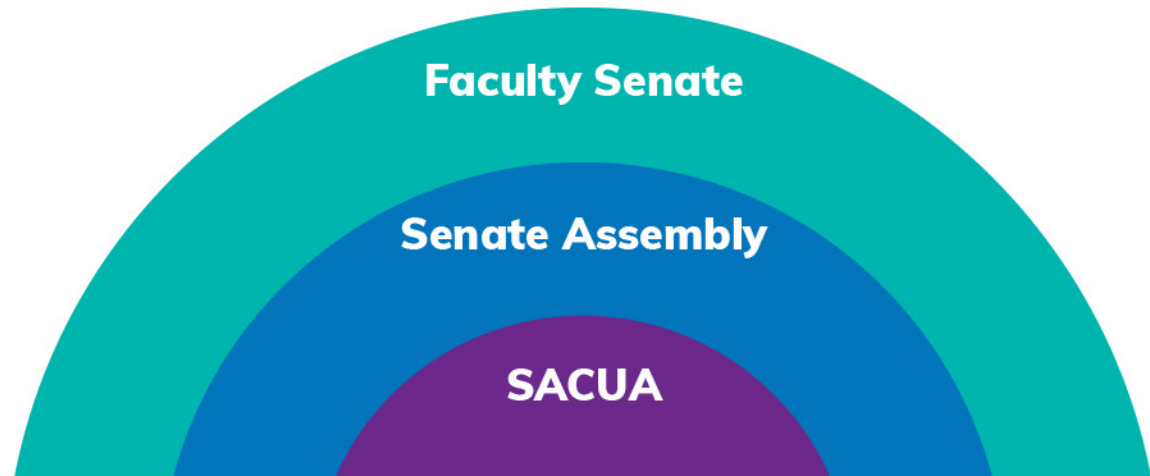


# Research Policies Committee

Advisory to: Rebecca Cunningham, VP  
Research

Natalie Colabianchi, Chair

Committee Members: Marisa Conte, Mimi Dalaly,  
Nicholas Harris, Hafiz Malik, Teri Rosales, Irene St.  
Charles, Jay Vornhagen, Robert Ploutz-Snyder, Vania  
Hinkovska-Galcheva, Vitaliy Popove, Allen Liu (SACUA),  
Madeline Paxson, Zenon Sommers



# Research Policies Committee Overview

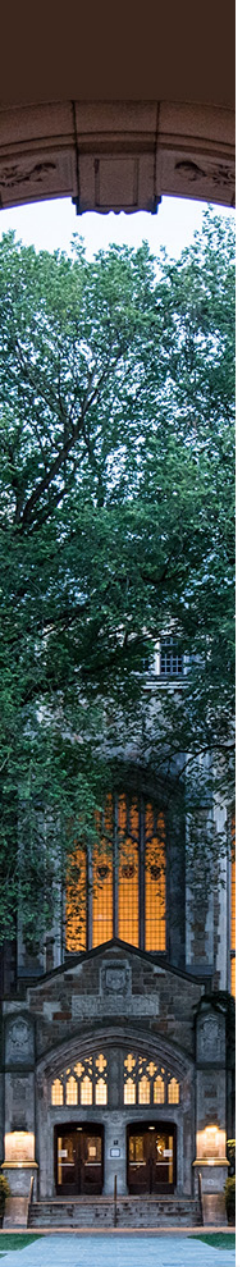
- We met 8 times.
- Our primary focus this year was to:
  1. Provide input on continuing plans for research operations in the COVID-19 environment;
  2. Examine the impact of reduced research operations and reduced research opportunities on research practices and outcomes;
  3. Discuss ways to support the development and implementation of recommendations for DEI-informed policies and practices in research in partnership with other organizations on our campuses to address disparities, particularly as exacerbated by the COVID-19 pandemic.





# Research Policies Committee Overview

- What accomplishment would you like to highlight for this year?
  1. Achieving a more contemporaneous scope for the committee geared towards advising and making recommendations about research practices and increasing dialogue with OVPR – hence proposed name change to Research Advisory Committee;
  2. Exploration of contextual factors related to research inequities and suggestions for additional analytic issues to examine;
  3. Examination of the current depth of action items pertaining to research activities in UM DEI plans across the 50 units.



# Research Policies Committee Overview

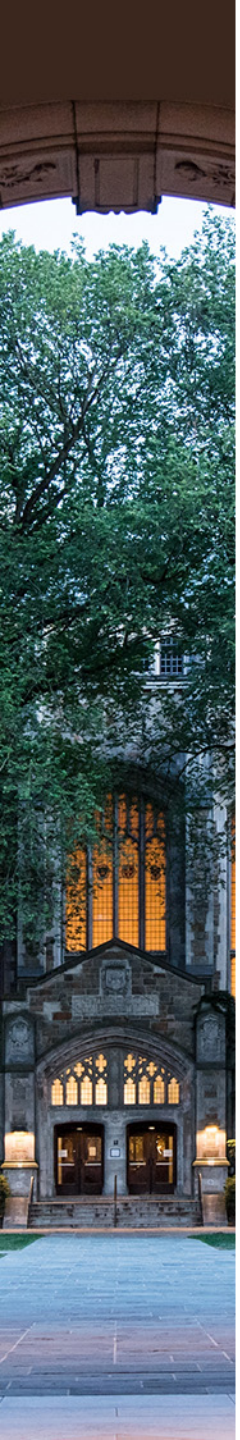
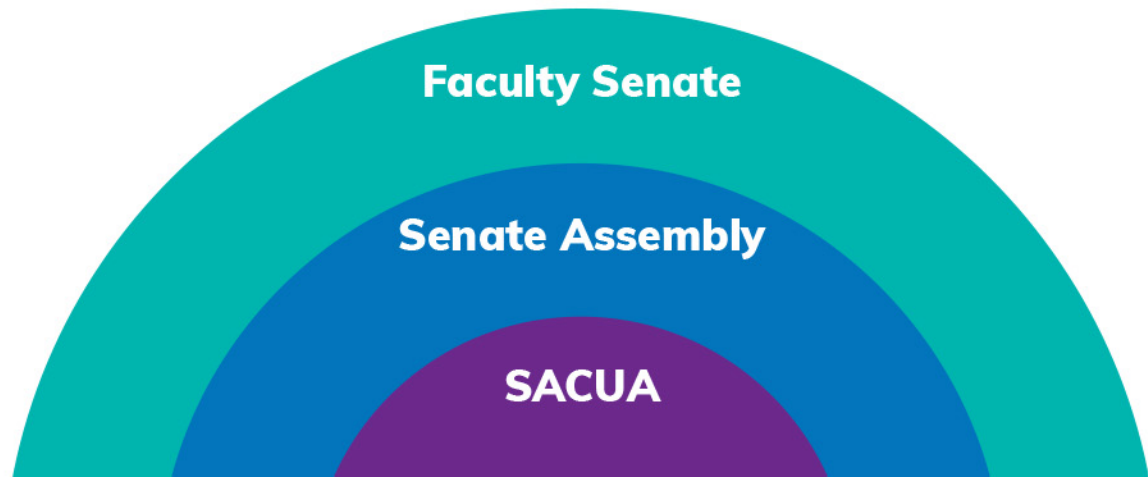
- Anticipated work for next year includes:
  1. Continue to consider inequities in research at UM, in particular, those created by COVID and potential solutions.
  2. Help facilitate a greater proportion of action items pertaining to research activities in UM DEI plans in DEI 2.0.
  3. Engage with internal university structures that support research across all three campuses to address challenges.



# Secretary Advisory Committee

Advisory to: Sally Churchill, VP and Secretary  
Karen Fournier, Chair

Committee Members: Nadeem Aslam, Kincaid Brown, Emily Campbell, Elean Gallo (SACUA), Lakshmi Ganesan, Jessie Li, Satish Narayanaswamy, Jeremy Neal-Mann, Rashmi Rama, Jenny Rickard, Janelle Stewart, Grace Wu



# Secretary Advisory Committee Overview

- This committee met monthly, typically after each Regent's meeting
- Our primary focus this year was twofold:
  - Discussions of the pandemic impact and preparedness across campus; and,
  - Discussions of issues pertaining to workplace climate and, relatedly, reporting mechanisms.





# Secretary Advisory Committee Overview

- An accomplishment I would like to highlight is our ongoing support of VP Churchill's engagement with WilmerHale and the issue of workplace climate.
- Anticipated work for next year includes ongoing discussions about:
  - Carbon neutrality;
  - Further work on workplace climate and shared workplace values; and,
  - Next-steps in DEI engagement across the campus

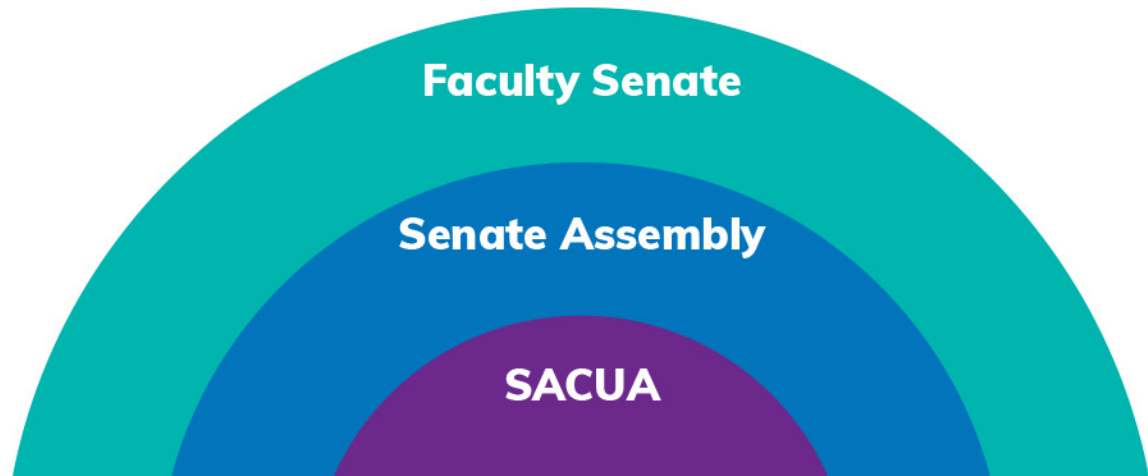




# Student Relations Advisory Committee

Advisory to: Martino Harmon, VP Student Life  
Gina Cervetti, Chair

Committee Members: Judith Beck, Jill Esau, Harish Ganesh,  
Cindy Leung, Helen Look, Jeannie Moody-Novak, Mariah Moss,  
Yaacov Ritov, Charlie Koopmann, Amanda Peters



# Student Relations Advisory Committee Overview

- We met 8 times.
- The SRAC was focused on many issues related to student wellbeing related to the COVID crisis--mental health, safety, maintenance of social connection, etc.



# Student Relations Advisory Committee Overview

- In terms of accomplishments, we were mostly in consultation mode this year, but we did complete an addendum to the Statement of Student Rights and Responsibilities.
- There will be more work to do as the campus resumes in-person instruction and we contend with the residual impacts on health, wellbeing, and campus culture. Committee members are excited to continue to work with Student Life on plans for a comprehensive plan for mental health and wellbeing.

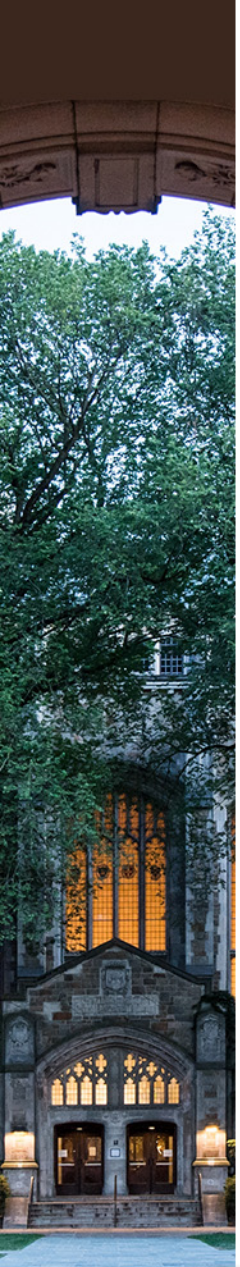




## Q&A

- Government Relations Advisory Committee
- Information Technology Committee
- Medical Affairs Advisory Committee
- Research Policies Committee
- Secretary of the University Advisory Committee
- Student Relations Advisory Committee

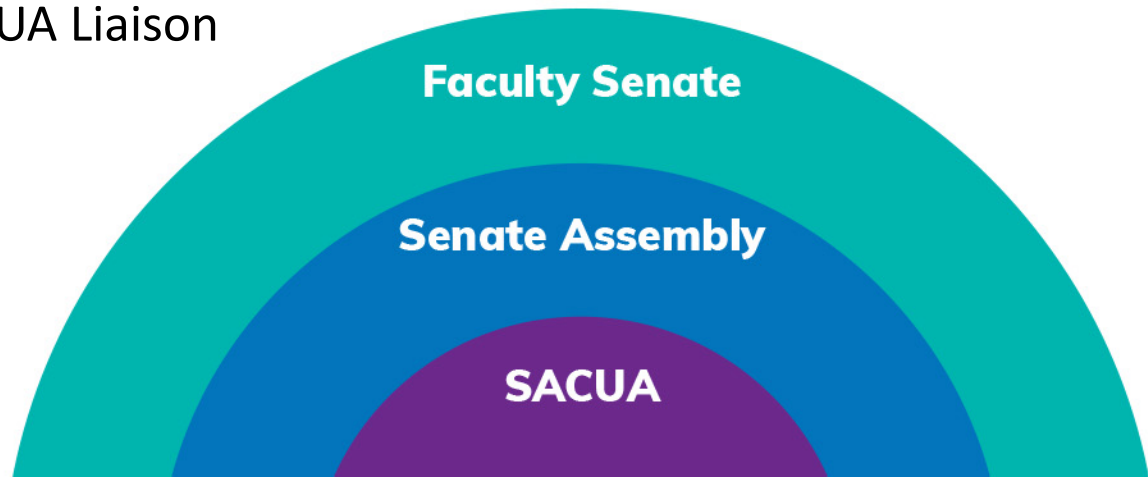
Breakout rooms 3 and 4



# Administration Evaluation Committee

Keith Riles, Chair

Committee Members: Keith Riles, Kalli Federhofer, Hitan Kamdar, Ta-Wei (Daniel) Kao, Marouane Kessentini, Scott Masten, Patrick O'Donnell, Elias Samuels, Helena Miriam Schotland, Wayne Stark, Don Winsor, Yunus Zeytuncu  
Elena Gallo, SACUA Liaison



# Administration Evaluation Committee Overview

- AEC is getting ready to meet to finalize the survey for 2021.
- President Schlissel has agreed to send an email reminder to faculty as in years past. He will be asked to confirm that the survey will receive increased attention and resources.
- An Ad Hoc AEC committee met three times to identify how the survey should be continued in 2022 and beyond in light of a renewed interest in the survey data including how data may be best utilized, and the desire of current AEC leadership to step down.



# Administration Evaluation Committee

## Next Steps

- We anticipate the commitment of central resources for future implementation of the survey.
- Next year we anticipate that a sustainable solution will be implemented so that the survey will rely less on the expertise of two individuals, but will be carried forward independently.





# Committee On Anti-Racism

## Damani J. Partridge, Chair

Committee Members:

[Mark Allison](#) (Computer Science, UM-Flint - 2020-2023),

[Daniel Burns](#) (LSA, Mathematics - 2020-2023),

[Yazier Henry](#) (Ford School of Public Policy - 2020-2023),

[Vincent Hutchings](#) (LSA, Political Science - 2020-2023),

[David Kwabi](#) (Engineering, Mechanical Engineering - 2020-2023),

[Nicolai Lehnert](#) (LSA, Chemistry - 2020-2023),

[Dinesh Pal](#) (Medical School, Anesthesiology - 2020-2023),

[Stephen Rush](#) (School of Music, Theatre & Dance - 2020-2023),

[Deirdre Spencer](#) (University Library - History of Art (SACUA Liaison) - 2020-2021),

[Karen Thomas-Brown](#) (College of Education, Health, and Human Services, UM-Dearborn - 2020-2023), and

[Emmanuel Yimfor](#) (Ross School of Business, Finance - 2020-2023)



**Faculty Senate**

**Senate Assembly**

**SACUA**

# Committee On Anti-Racism Overview

- We met 6 times.
- Our primary focus this year was . . .
  - responding to our charge, establishing the groundwork for what anti-racism work means on the three campuses, designing our website, collecting the relevant data, and establishing the broader strategy for outreach and engagement with faculty.



# Committee On Anti-Racism Overview

- An accomplishment I would like to highlight is . . .the website.
- Anticipated work for next year includes . . . making sure that we begin to collect systematic data on salary, retention and exit surveys that include breakdowns along racial lines and also making sure to respond to the current data that shows a particularly negative climate for Black and LatinX faculty.

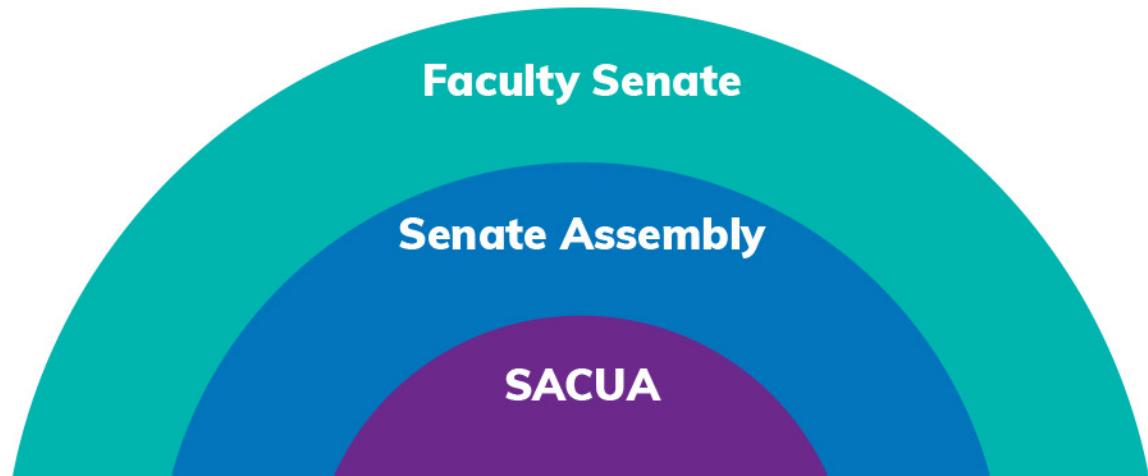




# Committee of the Economic and Social Well-Being of the Faculty

Martha McComas, Chair

Committee Members: Kathy Babiak, Violet Barkauskas, Lisa Bradshaw, John Buckley, Caitlin Finlayson (SACUA), Allyson Flaster, Felichism Kabo, Grant Kruger, Naomi Laventhal, Satish Narayanasamy, Kevin O'Neil, Kristen Boudreau

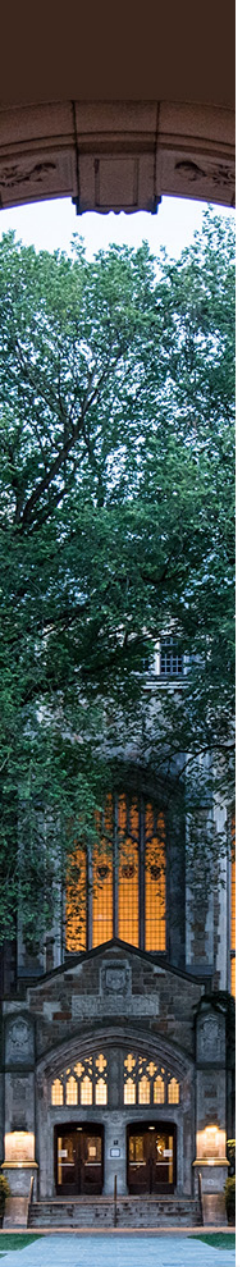




# Committee of the Economic and Social Well-Being of the Faculty


## Overview

- We met 11 times.
- Our primary focus this year was to understand the overall social well-being of our faculty in light of the challenges of COVID. To discover what departments have done well to support their faculty. To discover what more needs to be done to help support faculty. Finally, to write and distribute a final report that includes recommendation on how to better support our faculty's social well-being.



A vertical photograph of a Gothic-style building with a large arched window and entrance, surrounded by green trees.

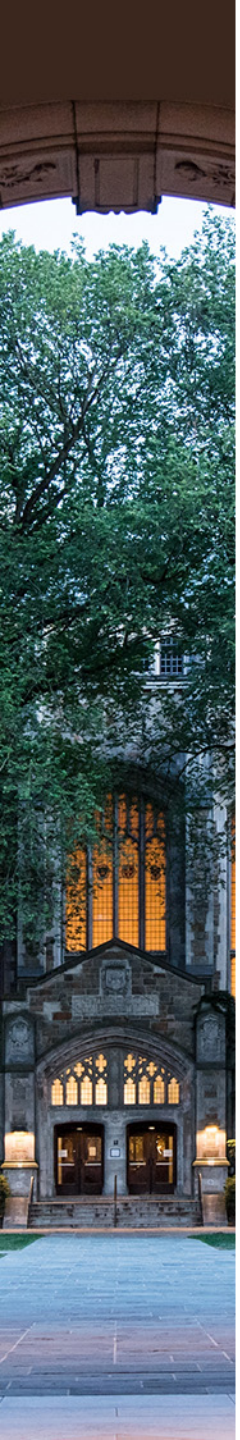
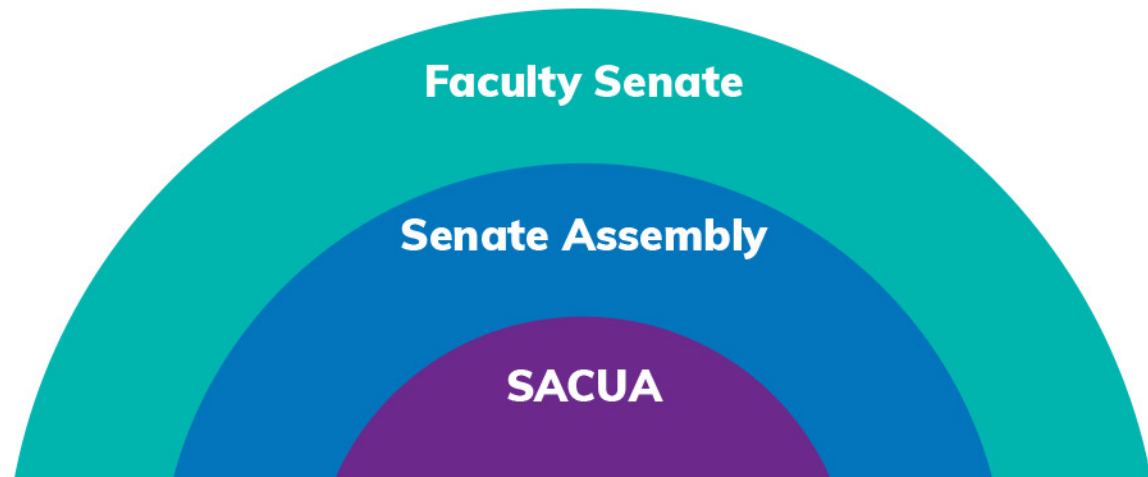
# Committee of the Economic and Social Well-Being of the Faculty Overview

- An accomplishment I would like to highlight is our survey.
    - We surveyed all 3 campuses
    - We included all tenured, clinical, lecturers and librarians
    - We had a 39% return rate on our survey
    - We have found that many departments have done many things well
    - We have found that there is much more work to be done.
  - Anticipated work for this summer includes completing our final report
  - Anticipated work for next year is to continue the focus on both the financial and the social well-being of our faculty as the pandemic continues to interrupt teaching, service and research .
- 
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# Committee for Fairness, Equity and Inclusion

Irina Aristarkhova, Chair

Committee Members: Barry Belmont, Dinesh Pal, Yazier Henry, Alys Peisley, Jason Kosnoski, Holly Sorscher, Nicolai Lehnert, Carolyn Kuranz, Anne Cong-Huyen, Sara Ahbel-Rappe, Karen Thomas-Brown, Carmen Stokes, Mark Allison, Yi-Su Chen



# Committee for Fairness, Equity, and Inclusion Overview


- We met 8 times.
- Our primary focus this year was on discussing and defining measures of inclusivity; supporting “one university” and DE&I initiatives to include all three campuses; considering the impact of the pandemic on issues around fairness, equity and inclusion.





A vertical photograph of a Gothic-style building with large arched windows and a central entrance, surrounded by green trees.

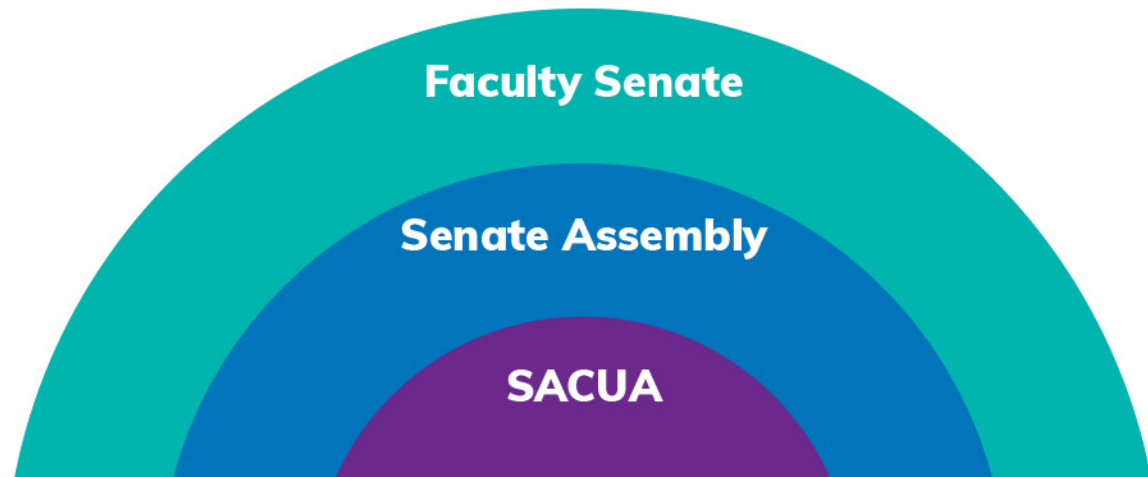
# Committee for Fairness, Equity, and Inclusion Overview

- Our accomplishments:
  - Adopted “Resolution in Support of One University Campaign”; “Recommendations on mitigating the effect of ongoing pandemic on the UM faculty across all three campuses”
  - Anticipated work for next year includes: Inclusivity and its measurable outcomes for all three campuses and impact of the pandemic on non-tenure track teaching faculty and GSIs.
- 
- A decorative graphic in the bottom left corner consisting of three overlapping semi-circles in teal, blue, and purple.

# Committee on Oversight of Administrative Action (COAA)

John Pasquale, Chair

Kenneth Adams, Hani Bawardi, Thomas Braun, Gabriela Hristova, Ella Kazerooni, Donald Likosky, Annalisa Manera (SACUA), Karen Staller, Carolyn Swenson, Chuanwu Xi, Christina Young (Student)



# COAA Overview

- We met 8 times.
- Our primary focus this year was four-fold:
  1. Creating an identity and operational plan for the future.
  2. OIE.
  3. Faculty Grievance Process.
  4. Administrative Assessment.



# COAA Overview

- We were quite busy this inaugural year!
- We have seventeen outstanding questions from this year's work.
- Anticipated work for next year includes investigation into these areas on inquiry along with the eight areas listed in the committee report.
  - Committee structure – defining role and scope
  - Address outstanding questions
  - Define how OIE processes and grievance process relate to Dearborn and Flint
  - Investigate and collect information on evaluation processes at Big10 and other peer institutions
  - OIE
  - Faculty Grievances
  - Administrative Assessment
  - Clarification of 5.09 and 5.10 procedures and implications for faculty



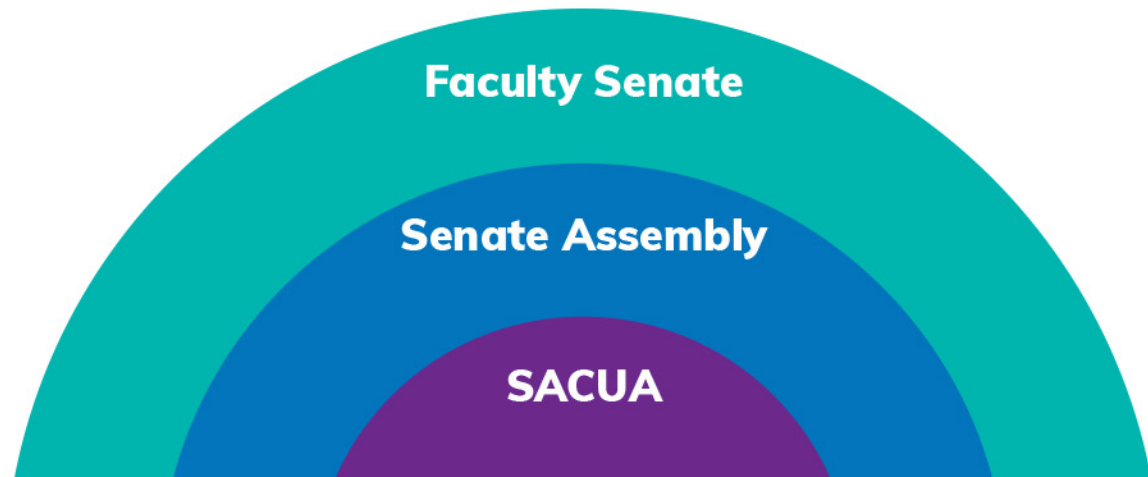


# Davis, Markert Nickerson Academic Freedom Lecture Committee

Michael Atzmon & Gary Krenz, co-Chairs

Committee Members:

Marcy Epstein, LSA, Paul Fossum, Dearborn, Faith Sparr, LSA, Stefan Szymanski, Kinesiology, John Traynor, Medicine, Silke-Maria Weineck, LSA, Caitlin Wells, U. Library.



# Davis, Markert Nickerson Academic Freedom Lecture Overview

- We met 3 times.
- Our primary focus this year was  
Organize panel discussion (2/16/2021)  
Plan future lecture(s) . . .



# Davis, Markert Nickerson Academic Freedom Lecture Overview

- Virtual panel held 2/16/2021,  
attendance > 140.
- Planning has begun for future topics and speakers.




## Q&A

- Administration Evaluation Committee
- Committee on Anti-Racism
- Committee on the Economic and Social Well-Being of the Faculty
- Committee for Fairness, Equity, and Inclusion
- Committee on the Oversight of Administrative Action
- Davis, Markert, and Nickerson Academic Freedom Lecture Committee

Breakout rooms 5 and 6






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- A vertical photograph on the left side of the slide showing the ornate Gothic-style entrance of a building, likely a library or administrative building at the University of Michigan, with large arched windows and stone masonry.
- Breakout #1: Bruce Maxim
  - Breakout #2: Luke Hyde
  - Breakout #3: Laura Maclatchy
  - Breakout #4: Meredith Kahn
  - Breakout #5: Anne Sales
  - Breakout #6: Chinedum Okwudire

1. How can the Senate Assembly better connect with the Senate Assembly committees and with the faculty at large?

2. As you see the work of the SA committees, what stands out as the most important thing for Senate Assembly to focus on next year?

A decorative graphic in the bottom-left corner consisting of three overlapping concentric circles in teal, blue, and purple colors.