

Minutes 26 April 2021
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THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs (SACUA)
Monday, 26 April 2021 3:15 pm
The meeting was held via Zoom because of the COVID-19 Shutdown

Present: Conway (chair), Ahbel-Rappe, Atzmon, Dinov, Finlayson, Freeman, Gallo, Liu, Manera, Marsh, Potter, Spencer, Singer, Toyama, Singer, Banasik, Devlin

Absent:

Guests: President Schlissel, Professor Burns, Professor Kwabi, Professor Pal, Professor Partridge, Teagan Stebbins, *The Michigan Daily*, Ann Zaniewski, *The University Record*

3:16: Call to order /4/5 and 4/12 Minutes/Announcements

Chair Conway called the meeting to order. The minutes for April 5, 2021 and April 12, 2021 were approved. Chair Conway invited the incoming SACUA members to be present at the executive sessions.

3:20: Faculty Senate Office

Dr. Banasik said SACUA's nominations for the Advisory Board on Intercollegiate Athletics (ABIA) are due by May 7, and asked SACUA members to send nominations to the Faculty Senate Office. She noted that Senate Assembly committees are completing their work and that the final reports are due by the end of May. So far 16 of 17 committee chairs have submitted reports.

3:25: SACUA Chair Updates

Chair Conway said she and Professor Liu are working on their transition, and planning the May 10th Senate Assembly meeting. Chair Conway added that she has been making recording of the ceremonial aspects of the SACUA chair position for the 2021 graduation ceremonies.

3:23: Executive Session

President Schlissel

4:00: Professor Partridge, Professor Burns, Professor Kwabi, and Professor Pal from the Committee on Anti-Racism (CAR)

Members of the Committee introduced themselves to SACUA. Professor Partridge said the committee has met four times, and will have a fifth meeting in May. He said his committee has been working through the charge it received from Senate Assembly, which was:

1. Serve as a body to identify ways in which University, College, or other institutional policies contribute to structural racism and identify ways to change policies to promote anti-racism.

2. To guide and recommend to SACUA and the Senate priorities for University policies that support anti-racism.
3. Serve as a body to whom racist policies and practices experienced by faculty can be reported. Collect data on faculty reports of racism.
4. Identify and share best practices for responding to racism experienced by faculty of color.
5. Sponsor at least one public anti-racism event per year (workshop, art performance, talk or paper, panel discussion, etc.)

Professor Partridge said the committee had explored issues of faculty recruitment and retention, as well as how the infrastructure for handling sexual misconduct compares to that for handling incidents of racism. He said the committee has collected data revealing that Black and Latinx faculty have a negative experience. He is seeking the University's data on salary and the circumstances that result in faculty leaving the University. He drew attention to the committee website which can be used to report racist events (<https://facultysenate.umich.edu/committees/committee-on-anti-racism-car/>). He added that to answer point 4 of the charge, the committee needs more data on key issues including double standards, macro and micro aggressions, unconscious bias, harassment, and isolation. He said faculty of color report less support from managers, and that they are less likely to have a supervisor who supports their work. He said the committee will sponsor an event in the Fall 2021 semester.

Chair Conway asked if Professor Partridge could clarify a list of findings. Professor Partridge said the committee's findings are initial—but the most significant is that Black faculty have a largely negative experience, and that Latinx faculty appear to have a less negative experience. Chair Conway asked if his committee had included UM-Dearborn and UM-Flint in their surveys. Professor Partridge said the committee had done so.

Professor Atzmon asked if the committee was planning to take up SPG 601.38, which requires faculty and staff to report felony charges or convictions (<https://hr.umich.edu/working-u-m/my-employment/disclosure-felony-charge-or-conviction>). Professor Partridge said the committee had not considered it. Librarian Spencer said the committee was more focused on issues impeding faculty success, noting that faculty of color feel they have an obligation to act as role models, and be cognizant of the issues of the rest of the community. She drew attention to juggling acts that people of color have to go through while negotiating the many minefields connected with race.

Professor Ahbel-Rappe asked if there is a place for an ombuds to represent people of color to strengthen institutional reporting. Chair Conway suggested that the ombuds could visit CAR to see if people are raising these issues.

Professor Atzmon recalled that interim president Homer Neal was stopped by campus police who asked him what he was doing outside the Fleming Building. Librarian Spencer said this was something that could befall any African American on campus.

Professor Pal asked why SPG 601.38 was of concern.

Professor Atzmon asked if SPG 601.38 amplified events that take place outside the University community. Professor Finlayson said the SPG asks faculty and staff to report being charged with a felony when some communities face an overabundance of charges, and that people are carrying the stigma of the charge even if not found guilty. Professor Partridge said CAR can take the issue up along with the issue of the way racist incidents are reported.

Professor Burns asked if SPG 601.38 arose from a from a specific case. Professor Atzmon said he did not know what the specific case was.

Chair Conway asked what SACUA should add to the committee charge for the future. Professor Partridge said the charge is fine as it is, but the committee needs to make progress on data collection.

4:20: Outgoing SACUA Member Remarks: Professor Dinov, Professor Manera, Librarian Spencer, Professor Marsh

Librarian Spencer said serving on SACUA had been high point of her thirty-three years at the University, that serving on SACUA has given her a voice and access to the administration, allowing her to be involved in the University's decision-making process. She noted that there had been neither a Black person nor a librarian on SACUA for a decade prior to her election. She felt she represented these groups. She recalled that she had initiated a review of grievance policies across all schools and colleges to see if all policies conformed to University norms, and that she had championed electronic voting so SACUA was prepared for the pandemic. She said her work on CAR, and the ad hoc committees on "open access" publishing and the WilmerHale Report had been a fabulous opportunity to work with colleagues whom she would not otherwise have met.

Professor Manera said it had been a pleasure to work with SACUA, that there had been great progress getting better engagement with the administration during the 2020/2021 academic year, and that she has full confidence in the continuing group.

Professor Marsh noted that he was serving as Past Chair because Professor Beatty had left for a position at Eastern Michigan University, and Chair Conway had asked him to stay on. He said the 2020/2021 academic year had been a tough year, he does not regret the work, because he gets to meet very talented people from across the University from both faculty and administration. SACUA has many ideas and viewpoints, the debate makes it stronger. He noted that SACUA's advisory role makes its job more difficult, but noted successes such as the expansion of the faculty ombuds position to two people, and the development of electronic processes to increase faculty involvement, which he had championed as chair. The circumstances imposed by the pandemic showed that SACUA could have virtual meetings, the only way, going forward, to get broader faculty input. This broader input will enhance SACUA's influence as it can show it represents the whole faculty through meetings that everyone can get to. He said he has enjoyed working with everyone, and offered particular thanks to Dr. Banasik for regenerating the Faculty Senate Office, and making it possible for SACUA to operate; to Chair Conway for her leadership in an especially challenging year, which required more work of the SACUA chair than ever; and to Professor Potter for his work as secretary, his advice and work on many subjects.

Chair Conway said she will make a speech at the May 10, 2021 Senate Assembly meeting, and will be continuing as Past Chair.

Professor Liu introduced the following motion to thank Chair Conway:

SACUA extends gratitude and appreciation for the leadership of outgoing SACUA Chair Professor Colleen Conway during the 2020-2021 year. The past year has been riddled with a multitude of challenges and difficult circumstances – including a global pandemic, social and political unrest, and sexual misconduct involving an academic officer. Such circumstances have demanded continuing attention, strong stamina, and extraordinary leadership by the SACUA Chair. SACUA hereby recognizes Professor Colleen Conway's leadership that, in the most challenging of conditions, has strengthened the presence of central faculty governance at the University of Michigan.

The motion passed unanimously. Professor Liu and Chair Conway also thanked Professor Manera for her work as Vice-Chair.

4:37 Executive Session

4:48: 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."