

Draft Minutes 21 June 2021

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THE UNIVERSITY OF MICHIGAN  
Senate Advisory Committee on University Affairs (SACUA)  
Monday, 21 June 3:15 pm  
The meeting was held via Zoom because of the COVID-19 Shutdown

Present: Liu (Chair), Atzmon, Conway, Finlayson, Freeman, Partridge, Potter, Singer, Toyama, Banasik, Devlin

Absent: Ahbel-Rappe, Gallo

Guests: Librarian Spencer; Teagan Stebbins, *The Michigan Daily*; Ann Zaniewski, *The University Record*

3:16: Call to order 5/24/21 Minutes/Announcements

Chair Liu called the meeting to order. The minutes for May 7, 2021 were approved.

Chair Liu said that representatives from Office for Institutional Equity (OIE), who will be joining the meeting, had requested executive session for discussion of the Umbrella Policy on Sexual Misconduct. Chair Liu drew attention to the survey that will be sent out to schedule the SACUA retreat and asked for nominations for the search committee for the new dean of the Ross School, saying that there is need for greater gender balance for the pool (the one female nominee had declined to be included, there are four male nominees).

3:20 Faculty Senate Office Updates

Dr. Banasik, said that all new Senate Assembly committee members have been notified, and that new committee chairs will be selected in the next two months. She reported that an archive of faculty governance reports has been assembled and that Senate Assembly will meet at Palmer Commons in the fall 2021 Semester (reservations for the space have been confirmed if University guidelines permit in-person meetings). The first meeting will be on September 20.

3:25: SACUA Chair Updates

Chair Liu drew attention to President Schlissel's email about loosening COVID restrictions. He said he has heard from Professor Staller about the formation of a grievance hearing board for a faculty member who is grieving a tenure denial.

Chair Liu said he will meet with the OIE on Wednesday, June 30, about messaging for reforms that will be announced at the July 15 Regents' meeting. He said he will be inviting SACUA members to his regularly scheduled meetings with the Provost and President in the Fall, Semester, and that while priority will be to involve Professor Finlayson, he will otherwise bring the SACUA member who has the most knowledge of the topics that will be discussed during the meetings. The meetings will focus on single topics.

3:25: Executive Session

## Umbrella Policy on Sexual Misconduct

### 4:03: Library ad Hoc Committee Update, Librarian Spencer

Professor Liu asked what the next steps should be with respect to the report of the Library Ad Hoc Committee. Librarian Spencer said she felt the report was imperfect as it presently stood, that it was still a working document. Ultimately, she feels it can be shared through the Faculty Senate Webpage, but that it is not presently ready for dissemination. She added that completion of the report is made more difficult because two members of the committee work for Dean of Libraries James Hilton. A further complicating factor is that the committee has an obligation to look at the facts and maintain anonymity from people who talked to it, the report's wording is parsed in an effort to protect people who had spoken to the committee, and that she was privy to confidential conversations that other members of the committee were not privy to.

Librarian Spencer said that the committee charge (to examine open access publishing across disciplines and to study the impact of open access publishing on the finances of the University of Michigan Press) is a moving target. Open Access is coming, but there needs to be a way to finance it. Librarian Spencer said that the Library is concerned about appearances and she is worried about retaliation.

Professor Potter said that Press Director Watkinson and Dean of Libraries Hilton have created an atmosphere of retaliation and harassment, and that, according to calculations published by Press Director Watkinson (<https://www.insidehighered.com/news/2016/08/01/amid-declining-book-sales-university-presses-search-new-ways-measure-success>), the Press has lost at least \$25 million in revenue. He invited members of the press to take note that this situation corresponds with situations in which those who question administrative fiat suffer retaliation that the WilmerHale Task Force examined elsewhere on campus. Professor Conway said that the Library is not operating the University Press as a commercial enterprise.

Librarian Spencer noted that money is often lost in electronic resources, and that the Humanities do not have the resources to support publication that are available in other areas (especially for journal publication).

Professor Toyama said that, in his view, for example, the fact that the University press is losing \$3-4 million a year is lost in the report, though that's a topic about which he has no opinion. He asked if the committee had discussed the losses with people who seemed unhappy with the situation. Librarian Spencer said employees of the Press expressed dissatisfaction about the financial losses. Chair Liu said that he would work with Librarian Spencer to ensure the report's public dissemination.

### 4:23: SACUA retreat

Chair Liu said he favored having the retreat in-person, that it would last between two and three hours and take place in late August. Professor Singer, suggested holding a SWOT—Strength Weakness, Opportunities and Threats— exercise before the meeting ([https://www.mindtools.com/pages/article/newTMC\\_05.htm](https://www.mindtools.com/pages/article/newTMC_05.htm)). She said that having such an exercise in advance of a retreat helps creates focus for the event. Professor Potter agreed that this would help SACUA avoid being completely reactive. Professor Freeman agreed that the exercise was a good idea because it involved looking at both strengths and weaknesses and would help SACUA identify ways forward. Chair Liu said he would send out a survey about the SWOT analysis in July. Professor Conway said that it would be useful to know, if possible, what the committee charges would be for the coming year by the time of the retreat.

Professor Finlayson said that SACUA should consider training for committee chairs. Professor Conway said this might need to be done before the retreat. She also recalled that there

had been a lunch for committee chairs in addition to the committee lunch at which the President and Provost thank faculty for their service. She suggested that this be reinstated. Professor Potter agreed that this would be a good idea.

#### 4:34: Rules Committee Charge

Chair Liu said that he felt it was important to have clear rules in place before large meetings of the Faculty Senate and Senate Assembly are held in the Fall Semester. He identified zoom chat etiquette as one issue that needed to be resolved, noting that the chat can be a distraction for attendees and the presenters. One possibility is to use google forms for comments. Another issue that will need to be decided is the representation of clinical faculty. He noted that clinical faculty work within all of the University's schools and colleges, but unlike their colleagues participating in research, clinical professors do not have the opportunity to earn tenure, have no union and no representation on the Faculty Senate. He suggested charging a rules committee to explore this issue, as well as the issue of participation by emeritus faculty.

Professor Atzmon asked why clinical faculty should be included and not lecturers. Chair Liu replied that lecturers are represented by the Lecturers' Employee Organization (LEO) and clinical faculty have no comparable voice. Professor Finlayson said that clinical faculty have been asking for representation on the Faculty Senate and that there are contractual differences between LEO faculty who have the union, and clinical faculty who have no collective representation.

Professor Atzmon asked if there was anything that prevented clinical faculty from forming a union. Chair Liu said clinical faculty do very similar work to that of tenure-track faculty. Professor Conway it will be important to help the rules committee to see how the issue was handled when it was brought up in 2006 ([https://facultysenate.umich.edu/wp-content/uploads/2021/06/05-07-06\\_Clinical.pdf](https://facultysenate.umich.edu/wp-content/uploads/2021/06/05-07-06_Clinical.pdf)).

Professor Singer pointed out that both the number and roles of clinical faculty have expanded since 2006. In the Medical School there are currently 955 tenure track faculty and over 1500 clinical faculty. Professor Atzmon noted that librarians are part of the Faculty Senate although they are not on tenure track, and that there are not many of them. He added that having clinical faculty on the Faculty Senate could result in decisions being made that would affect tenure track faculty by faculty who were not on tenure track. That could be a threat to the institution of tenure.

Professor Finlayson said there needs to be a great deal of care in defining the terms under which clinical faculty could be included in the Faculty Senate. Professor Toyama drew attention to bylaws defining the Senate and agreed that this is part of a larger discussion about what the Faculty Senate represents. (<https://regents.umich.edu/governance/bylaws/chapter-iv-the-university-senate/>). Professor Partridge said that it was important to understand what any change would mean for tenure. Professor Singer said that the complexity of the issue was why she felt it needed to be considered by a rules committee, and that SACUA needs to understand what is changing across the university. Professor Freeman said that the issue was also one at the unit level; that faculty in the School of Education vote on whether clinical faculty will vote in faculty meetings. He felt that there was need to look at unit-by-unit decision making, that different units may be using clinical faculty for different reasons. Professor Conway said that, given the complexity of the issue, it might be a good idea to have a separate committee to look at the clinical issue on its own.

#### 4:50: Executive Session Clinical faculty

5:09 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 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."