

Draft Minutes 13 September 2021

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THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs (SACUA)
Monday, 13 September 3:15 pm
4003 Fleming

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

Absent:

Guests: James Burkel (Assistant Vice Provost for Academic and Faculty Affairs), Christine Gerdes (Special Counsel to the Provost), Senior Director, Academic Human Resources), Patricia Petrowski (Associate Vice President and Deputy General Counsel), Tami Strickman (Special Advisor to the President and Executive Director, Equity, Civil Rights and Title IX Office), Ann Zaniewski, *The University Record*, Roni Kane, *Michigan Daily*

3:16: Call to order 8/30/21 Minutes/Announcements

Chair Liu called the meeting to order. The minutes for August 30, 2021 were approved. Chair Liu said that he had spoken with the Lecturers' Employees Organization (LEO) President Herold in the week of September 6.

3:18 Faculty Senate Office Updates

Dr. Banasik said that she and Ms. Develin have toured the in-person venues for Senate Assembly meetings (Palmer Commons) and the October 4, 2021 Faculty Senate meeting (Honigman Auditorium). They have been working on the arrangements for the meetings.

3:19: SACUA Chair remarks

Chair Liu said that he, Dr. Banasik and Ms. Develin had conducted sixteen meetings with Senate Assembly committees and had developed committee charges in conjunction with the committee chairs.

Chair Liu drew attention to the fact that the Administrator Evaluation Committee (AEC) has co-chairs, and said that he will transmit a request from the former chair, Professor Riles, to President Schlissel to address issues with the HR database to ensure that the correct faculty lists are made available to the committee.

Chair Liu said that the Rules Committee, which will consider membership in the Faculty Senate, has been populated with nine members, and that all eight clinical faculty members who have been approached about membership in the Clinical Faculty Working Group, have agreed to serve; co-chairs have been selected for this group who have also met with SACUA Liaison Freeman.

Chair Liu said that he held virtual coffee hours on September 7 and 8, which roughly 50 faculty members joined. As a result of these meetings, he has reached out to President Schlissel about community issues, especially those with Work Connections (<https://www.workconnections.umich.edu/>). He and Professor Finlayson will meet with President

Schlissel 4:00-4:30 on September 15 to discuss the Fall Plan, the AEC survey and issues connected with the Equity, Civil Rights and Title IX Office (ECRT). He said there will be a meeting with Provost Collins on September 24th and asked for SACUA members to suggest topics for that meeting. He said Provost Collins will join the SACUA meeting on September 27, 2021 from 3:30-4:00.

Professor Toyama asked if SACUA will hear back from Provost Collins about a grievance case in which the Provost had rejected the recommendations of a Grievance Review Board.

Professor Ahbel-Rappe asked Chair Liu if he will ask Provost Collins about childcare given that the Ann Arbor public schools are offering very limited Before/After School programs (<https://www.a2schools.org/Page/4206>). Chair Liu said he had discussed childcare issues with Provost Collins in May, and will raise the issue again as her responses had been of a generic nature.

3:30: Umbrella Policy Update: James Burkel, Christine Gerdes, Patricia Petrowski, Tami Strickman
Executive session

4:08: Lecturers Employees Organization (LEO) Update
Executive Session

4:31: Faculty COVID Council Roster
Executive Session

4:53: Senate Assembly Committee Changes and Research Practices and Policies Committee Roster

The committee charges and chairs were approved. See appendix 1.

4:56 Senate Assembly Agenda

Chair Liu introduced the proposed agenda for the Senate Assembly meeting on September 20, 2021. The agenda is as follows:

- 3:15: Call to order/Welcome/4/19/21 and 5/10/21 Minutes
- 3:25: Faculty Senate Office Updates
- 3:30: SACUA Updates
- 3:40: Senate Assembly Welcome Breakout Groups
- 3:50: University Senate Rules for Electronic Meetings Update
- 4:00: Guidelines for Effective Engagement at Senate Meetings
- 4:05: Senate Assembly Committee Charges
- 4:10: Fall UM Teaching Plans and COVID – Breakout Groups
- 4:30: Handling Misconduct on Campus – Equity, Civil Rights and Title IX Office (ECRT) replacing the Office for International Equity (OIE) Overview

Professor Finlayson proposed changing the agenda to move the discussion of Fall teaching plans earlier in the meeting. Professors Toyama and Gallo suggested that Senate Assembly discuss the Misconduct issue at a later meeting. Chair Liu distributed an amended agenda for electronic approval. The amended agenda is:

3:15: Call to order/Welcome/4/19/21 and 5/10/21 Minutes/Senate Assembly Committee Charges
3:25: Faculty Senate Office Updates
3:30: SACUA Updates
3:40: Senate Assembly Breakout Groups - Welcome and Fall UM Teaching Plans and COVID
4:15: University Senate Rules for Electronic Meetings Update
4:25: Guidelines for Effective Engagement at Senate Meetings
4:35: Sexual and Gender-Based Misconduct Update and Google Form for providing feedback
4:50 Matters Arising
5:00 Adjourn

The amended agenda was approved by electronic vote.

4:55: Matters Arising
5:09 Adjourn

Appendix 1: Committee Charges for 2021/2

GENERAL CHARGE FOR STANDING SENATE ASSEMBLY COMMITTEES

Standing committees are established by Senate Assembly as mandated in Section 4.06 of the Regents' Bylaws. In collaboration with the Faculty Senate Office and SACUA, standing committees advise and consult with the vice presidents of the university on matters within the areas of their respective responsibilities. Senate Assembly standing committees are charged with bringing faculty voice and perspective to a broad range of university activities including policy and procedure. Senate Assembly standing committees shall strive to provide advice and consultation to their respective vice presidents in a timely fashion so that faculty perspectives are considered during the decision-making process.

Academic Affairs Advisory Committee (AAAC)

Advisory to: Susan M. Collins, Provost and Vice President for Academic Affairs

Committee Chair: Professor Rachel S. Goldman, Engineering

SPECIFIC CHARGE 2021 – 2022

1. Provide feedback on policies and practices, including but not limited to the Sexual and Gender-Based Misconduct Umbrella Policy and related items, the development of a university culture and values statement, and issues related to professional standards for faculty, and the hiring, evaluation, and reappointment of administrators.
2. Consider ramifications of COVID-19 on research and instructional practices, and on tenure and promotion for faculty, including related response.
3. Provide feedback on areas of budget priority as appropriate.
4. Provide input on anti-racism initiatives on campus.

Communications Advisory Committee (CAC)

Advisory to: Kallie Michels, Vice President for Communications

Committee Chair: Yulia Sevryugina, University Library

SPECIFIC CHARGE – 2021 – 2022

1. Facilitate communications concerning sustainability, carbon neutrality, and DEI; build trust between the university and faculty, staff, and students through transparent communication about decision processes for issues like sexual harassment, COVID-19, financial setbacks, anti-racism, and challenges to free speech.
2. Consider best practices to ensure and facilitate fairness, equity, and inclusion in university communications.
3. Examine ways to promote faculty engagement and communicate engagement to the campus, partners, and stakeholders.
4. Address other issues brought forward by the committee members and deemed important for the committee to discuss with the VP for Communications.

Development Advisory Committee (DAC)

Advisory to: Tom Baird, Vice President for Development

Committee Chair: Professor Robert Ziff, College of Engineering

SPECIFIC CHARGE – 2021 – 2021

1. Facilitate a knowledge exchange between the Office of University Development (OUD) and DAC members to help enrich development-related dialogue between members and their colleagues, both within development and to their broader university communities.
2. Utilize DAC members for their expertise in faculty-related development questions, particularly as they relate to long-term development planning.

General Counsel's Advisory Committee (GCAC)

Advisory to: Timothy Lynch, Vice President and General Counsel

Committee Chair: Lori Tschirhart, University Library

SPECIFIC CHARGE – 2021 – 2022

1. Free speech issues, legal protections.
2. Academic integrity in the virtual environment, protection of intellectual output.

Government Relations Advisory Committee (GRAC)

Advisory to: Chris Kolb, Vice President for Government Relations

Committee chair: Professor Larry M. Gant, Social Work

SPECIFIC CHARGES 2021 – 2022

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 and its three campuses.
3. Analyze and summarize community issues (local, state, regional...) relevant to campus and to the University community.

Information Technology Committee (ITC)

Advisory to: Ravi Pendse, Vice President for Information Technology and Chief Information Officer

Committee Chair: Rachel Vacek, University Library

SPECIFIC CHARGES – 2021 - 2022

1. In keeping with the university's commitment to Diversity, Equity and Inclusion (DEI) consider issues of diversity 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.
2. Evaluate the effectiveness of virtual/hybrid meetings and collaboration suites/tools to inform future business practices post COVID-19.
3. Assess new technologies that may facilitate work in teaching, research, and service to stay current on the most current technological innovations.

Medical Affairs Advisory Committee (MAAC)

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

Committee Chair: Professor Cormac Maher, Medical School

SPECIFIC CHARGE 2021 – 2022

1. 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).
2. Explore national and global health care issues with a focus on anti-racism and the role of UM.
3. Assess the impact of interprofessional education and training initiatives within UM and nationally.

Research Advisory Committee (RAC)

Advisory to: Rebecca Cunningham, Vice President for Research

Committee Chair: Research Professor Robert Ploutz-Snyder, Nursing

SPECIFIC CHARGE 2021 – 2022

1. Provide input on continuing plans for research operations in the COVID-19 environment.
2. Support the development and implementation of recommendations for DEI-informed policies and practices in research in partnership with other organizations on campus to address disparities, particularly as exacerbated by the COVID-19 pandemic.
3. To engage with internal university structures (e.g., Library, IACUC, IRBs) that support research across all three campuses to address challenges as needed and as time allows.

Secretary of the University Advisory Committee (SAC)

Advisory to: Sally Churchill, Vice President and Secretary of the University

Committee Chair: Associate Professor Karen Fournier, School of Music, Theatre & Dance

SPECIFIC CHARGE 2021 – 2022

1. Discuss the Regents' and the President's priorities for 2021-2022.
2. Provide faculty feedback on issues and policy matters of university concern of high priority such as, but not limited to sexual misconduct policy, climate change and carbon neutrality, and budget matters.

Student Relations Advisory Committee (SRAC)

Advisory to: Martino Harmon, Vice President for Student Life

Committee Chair: Assistant Research Scientist Harish Ganesh, Engineering

SPECIFIC CHARGE 2021 – 2022

1. Discuss strategic priorities such as advancing DEI, and addressing student mental health needs, including how faculty may be responsive.
2. Discuss and provide feedback on amendments to the Statement of Student Rights and Responsibilities.
3. Discuss response to requests for accommodations stemming from impacts from COVID-19, such as complications arising from financial hardships for students, personal illness, familial illness, and other complications due to COVID-19.
4. Discuss ways to develop and maintain a collaborative relationship to proactively engage in conversations across the campus community about topics of concern and import to a healthy campus social climate.

GENERAL CHARGE FOR SPECIAL SENATE ASSEMBLY COMMITTEES

Special committees are established by Senate Assembly as authorized in Section 4.06 of the Regents' Bylaws. In collaboration with the Faculty Senate Office and SACUA, special committees assist Senate Assembly with its work. Senate Assembly special committees are charged with bringing faculty voice and perspective to a broad range of university activities including policy and procedure.

Administrative Evaluation Committee (AEC)

Committee Co-Chair: Professor Semyon Meerkov, Engineering

Committee Co-Chair: Professor Emeritus A. Galip Ulsoy, Engineering

SPECIFIC CHARGE 2021 – 2022

1. The committee shall carry out a survey of the UM Faculty Senate on all three campuses to evaluate the performance of administrators at the level of Chair, Dean, Provost, Chancellor and President. The committee shall also survey the Senate on satisfaction with particular UM administrative functions, adding an item assessing administrative support for publicly engaged work, and on other topical policy issues the committee deems important, in consultation with SACUA.
2. The committee shall engage with UM information technology experts and/or external vendors as needed to streamline the survey infrastructure to reduce reliance on the technical support of particular long-serving committee members, and to make continuing committee activities sustainable.
3. The committee shall also work with UM Dearborn faculty and UM Flint faculty to ensure consistency of questionnaires.

Committee on Anti-Racism (CAR)

Committee Chair: Deirdre Spencer, University Library

SPECIFIC CHARGE 2021 – 2022

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, working with other units on campus as appropriate.
5. Sponsor at least one public anti-racism event per year (workshop, art performance, talk or paper, panel discussion, etc.).

Committee on the Economic and Social Well-Being of the Faculty (CESWF)

Committee Chair: Professor Brian McCall, Education

SPECIFIC CHARGE 2021 – 2022

1. Identify options to manage daycare needs of instructional faculty while teaching.
2. Examine ways in which peer institutions contribute to the social well-being of faculty, and how the university may make such contributions, including providing social and/or financial benefits (i.e. faculty clubs, tuition programs for dependents, etc.).
3. Review data collected from faculty surveys.

Committee for Fairness, Equity, and Inclusion (CFEI)

Committee Chair: Associate Professor Mark Allison, Computer Science, College of Arts and Sciences

SPECIFIC CHARGE 2021-2022

1. Define inclusivity and inclusion in specific and relevant terms, with specific populations including accountable outcomes, metrics and actionable recommendations, COVID-19 related or otherwise, that may be brought to Senate Assembly for a vote and implemented at the University in a tri-campus environment.
2. Examine how COVID-19 impacts various campus populations in terms of inclusivity, specifically through [Return to On-Campus Work](#) for Instructional Employees. Identify unit-specific or campus-wide best practices in ensuring fairness, equity, and inclusion on managing COVID-19 impacts that can be championed through the committee.
3. Assess existing DEIA initiatives and efforts at U-M for their effectiveness and impact.

Committee on Oversight of Administrative Action (COAA)

Committee Chair: Professor Thomas Braun, School of Public Health

SPECIFIC CHARGE 2021- 2022

1. Evaluate procedures followed by Equity, Civil Rights and Title IX Office (ECRT) in addressing reports of administrator misconduct.
2. Review and critically evaluate reports received by SACUA of unwarranted administrator actions to identify patterns in units.
3. Review and critically evaluate data generated by the Administration Evaluation Committee and address persistently low evaluation scores.
4. Update faculty grievance resources, including updating the grievance form so that it is electronically available on the Academic Human Resources website.

Davis, Markert, and Nickerson Academic Freedom Lecture Committee (DMNC)

Committee Chair: Professor Stefan Szymanski, Kinesiology

SPECIFIC CHARGE 2021 – 2022

The committee will identify a speaker for the 2022 DMN Lecture as well as identify academic interactions and activities for the university community to engage with the speaker.

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."