

Minutes DATE: November 8, 2021  
Circulated DATE: November 10, 2021  
Approved DATE: November 29, 2021

THE UNIVERSITY OF MICHIGAN  
Senate Advisory Committee on University Affairs  
Monday, November 8, 2021, 3:15pm  
The hybrid meeting was held in 4006 Fleming and via Zoom

In Person Attendance: Colleen Conway, Donald Freeman, Allen Liu, MaryJo Banasik, Elizabeth Devlin, Deirdre Spencer

Virtual Attendance: Michael Atzmon, Caitlin Finlayson, Sara Ahbel-Rappe, , Damani Partridge, Kanakadurga Singer, Kentaro Toyama

Absent: Elena Gallo

Guests: Christine Gerdes, Special Counsel to the Provost; James Burkel, Assistant Vice Provost for Academic and Faculty Affairs; Phil Deaton, Digital Accessibility Coordinator, ECRT Christina Kline, Associate Director, ECRT (all attending remotely via Zoom)

Ann Zaniewski from *The University Record* (in person); Rachel Mintz from the *Michigan Daily* (remote)

3:17 Chair Liu called the meeting to order. Minutes of the November 1, 2021 were reviewed. Professor Freeman recommended a grammatical correction on page 2 paragraph 5, changing the word “says” to “said”.

3:19 The motion to approve the minutes was made and accepted.

3:20 Dr. MaryJo Banasik, Director of the Faculty Senate Office had no updates to report.

3:21 Chair Liu presented Chair’s Update – Provost Collins’ faculty working group, established to look at Work Connections, will meet next Friday, in person, in the Regents Conference Room. Tuesday there will be a preliminary meeting for the group. A Google document was established for input in preparation for the meetings.

Regarding the Motion 4 working group, Chair Liu issued a call to Senate Assembly to recommend people to serve on this group. A professor from the Law school is interested in serving on this working group. Dr. Banasik will send out a charge to the group. Professor Ahbel-Rappe and Professor Singer will also serve on the committee. Professor David Potter will chair the committee. Three survivors will serve as advisors. Discussions regarding this committee may take place via email to save meeting time.

Professor Conway asked about the President’s Covid Council’s extra meeting which took place on November 5<sup>th</sup> for 30 minutes. Secretary Spencer mentioned that she serves on the committee and will share her notes.

Chair Liu visited the meeting of the Advisory Board on Intercollegiate Athletics (ABIA), which discussed the question of whether vaccination should be mandated for indoor sports events? The question was not just for sporting events, but also for convocations, commencements, etc.

3:30 Senate Assembly Agenda review–Dean and Professor of Nursing Patricia Hurn will speak on the Working Group for Culture Change for 10 minutes. Professor Freeman suggested Professor Hurn share slides in advance. The presentation model of 25 minutes talking then allowing 5 minutes for questions is not good and doesn't contribute to transparency.

Equity, Civil Rights Title IX (ECRT) Executive Director, Tami Strickman and guests, will meet with Senate Assembly and talk to us for 10 minutes. She will bring 12 members of her leadership and administrative team. There will be 5 breakout groups. The breakout will continue in Executive Session (after Executive Director Strickman's departure). Breakout room leaders will be assigned. There will be similar questions as those provided at APG meetings for prompts. Professor Freeman suggested that each person can find their own room. But it was noted that this could be confusing for people. Assignments to breakout rooms for Senate Assembly members to breakout rooms will be random.

Regarding motions updates, there were more votes on sexual misconduct. There is a need to move to other topics such as administrative re-appointments. According to Professor Freeman, transparency is a process not a declaration. According to Professor Conway, not being "talked at" is a matter of transparency. She agreed with Professor Freeman regarding circulating slides in advance of the meeting and having more time for questions is what we would like to see at future meetings.

Distribute agenda and updates to be circulated Tuesday November 9<sup>th</sup> for Senate Assembly meeting.

3:37 Vote to approve Senate Assembly Agenda passed.

3:38 SACUA discussed earmarked time for unanticipated issues. Vice Chair Finlayson said asynchronous discussion via email is inequitable and an encumbrance on people's already packed schedules. She suggested SACUA set aside 30 minutes prior to the regularly scheduled meeting start-time for discussion if something comes up, so we can still end at 5pm as usual. Professor Toyama suggested meeting from 3:00-3:15 rather than 2:30. Commitment to 4:45 end time and begin at 3:00. Vice Chair Finlayson agreed that the meeting could start at 3:00. She said it is burdensome to read and respond to a long email trail, comments are lost in the asynchronous discussion, and not everyone has the time to weigh in this way and thus it is inequitable.. Time, energy and mind set at are better at the beginning of the meeting. Professor Conway suggested moving matters arising to the beginning. Professor Partridge asked what if there are no matters arising. Professor Freeman agreed with Vice Chair Finlayson regarding the 3:00-3:15 if we need it. (Professor Freeman said 3-3:15 is good and we need a clear procedure for when we are going to activate this additional time slot.

Professor Freeman said Elizabeth Devlin of the Faculty Senate Office could add the extra time to the agenda in advance. Vice Chair Finlayson suggested a round robin email if we want to request the 'activation' of this timeslot to address an arising issue. SACUA would

then take an up or down vote. Chair Liu suggested that we could use Slack for quick votes.

3:55 Vice Chair Finlayson provided an update on the Faculty Governance Consortium. . Faculty Governance Consortium currently meets monthly, virtually, rather than annually in-person. The Faculty Governance Consortium discussed how COVID impacts are being factored into promotion and tenure. Very few schools have COVID impact statements. The question was asked if there were an impact statement for the Ann Arbor campus? The answer was that there were no known Ann Arbor campus COVID impact statements available.

A COVID impact statement could say, here are the ways in which COVID has impacted teaching, research, labs, etc. There was no conference attendance because conferences were cancelled due to the pandemic. The statement could be used for annual review or midterm review, or promotion and tenure review. Vice Chair Finlayson will circulate the Dearborn statement to SACUA. It is included with annual reviews and promotion packages.

Chair Liu suggested that at the Senate Assembly meeting we ask members if they know of a COVID statement across the 19 schools and colleges. Vice Chair Finlayson will share the Dearborn COVID impact statement with SACUA and present it at the Senate Assembly meeting. The Dearborn COVID impact statement could be a possible model for Ann Arbor and Flint campuses.

There will be an in-person faculty governance conference in late April of the Big Ten Academic Alliance. The Faculty Governance Consortium that consists of select schools outside of the Big Ten has conducted Zoom meetings every other month but will be moving to Zooms every two months and a possible in-person meeting in May.

The Faculty Governance Consortium is moving to in person, monthly meetings. The Faculty Governance Consortium discussed disciplining of faculty. Chair Liu asked about the outcomes regarding discipline?

Professor Sara Blaire of AAAC said there were not strong recommendations to distribute information regarding COVID statements. No recommendations were made. This subject will need follow up.

4:00 Rules of Engagement for SACUA-appointed committees and task forces was mentioned last week for the first time. It will be put on the docket for consideration. The provost is interested in SACUA taking the lead on rules of engagement when interacting with the administration. Chair Liu shared his screen shot of the statement with the group. These rules would apply to the working group for motion 4 as well.

Chair Finlayson said it was problematic to have complete confidentiality because the group could not report back to SACUA.

Some deans at the APG meeting support efforts to establish a statement on rules of engagement. SACUA must abide by rules of confidentiality as well. Professor Freeman warned against descent into a "rabbit hole". He suggested we develop a higher-level statement to avoid inability to enforce individual committee confidentiality. Engagement during the meeting is also an issue.

Professor Singer suggested making the first statement broader. The same rules apply to the chat function regarding confidentiality and engagement. We don't want the other parts of the meeting to get lost. Going forward we should share the statement on the rules of engagement with every committee chair. Vice Chair Finlayson suggested issuing the reminder to maintain confidentiality, but we must let faculty feel free to express themselves. If statements and chats are then shared on Twitter, this violates confidentiality. We want to promote transparent, confidential exchange. Professor Ahbel-Rappe said some of the task force members may remove people from meetings. Some of this could be in a general document. We are becoming tone-police. Then there won't be free speech. Email conversation would be governed by the AAUP rules. Administrators can remove faculty at will. This discussion indicates the gradual move toward a police state. Professor Ahbel-Rappe dislikes it.

Vice Chair Finlayson said confidentiality should be maintained all around but agrees with Professor Ahbel-Rappe regarding the removal of individuals from meetings and committees. SACUA should have this control not the administration. SACUA should determine removals since SACUA populates the committees. She agrees that the description of tone police is valid.

According to Professor Atzmon, Professor Modrak was terse and direct in her delivery, rather than the content of her comments being problematic. SACUA should be careful of removing members from committees. Professor Partridge said the language in section 3 left lots of room for interpretations. Chair Liu recommended keeping the part about personal attacks and removing the rest of the statement.

Professor Atzmon said we should be wary of SACUA being the source of stifling speech. "Professionalism" can be a means of stifling what you don't like. There is an SPG regarding "professionalism" which outlines professional standards for faculty. Professor Toyama said that when meeting with a problematic person, prohibiting a comment about that person is restrictive.

#### EXECUTIVE SESSION

4:15- 4:30 Digital Accessibility SPG

4:30-4:50 Debrief

4:50-4:55 Guidepost Solutions

4:55-5:00 Matters Arising

5:05 Adjourned

Respectfully Submitted,

Deirdre D. Spencer

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."