

Minutes DATE January 31, 2022
Circulated DATE February 4, 2022
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THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs
Monday, 31 January, 3:15
The entire meeting was held via Zoom

In attendance: Chair Allen Liu, Vice Chair Caitlin Finlayson, Professor Sara Ahbel-Rappe, Professor Michael Atzmon, Professor Colleen Conway, Professor Donald Freeman, Professor Elena Gallo, Professor Durga Singer, Professor Kentaro Toyama, Faculty Senate Office Director, MaryJo Banasik; Secretary, Deirdre Spencer

Absent: Faculty Governance Coordinator Elizabeth Devlin

Guests:

Ann Zaniewski, *The University Record*

There was no reporter from *The Michigan Daily* in attendance.

Regent Jordan Acker

Clinical Working Group Co-Chairs: Professor Howard Bromberg, Clinical Professor of Law; Professor Phil Rogers, Associate Professor, Family Medicine and Internal Medicine, Medical School

Information Technology Security: Ravi Pendse, Vice President for Information Technology and Chief Information Officer; Sol Bermann, Chief Security Officer
UM Flint Post Tenure Review, Teaching Load Policy: Jacob Blumner, Professor of English, UM Flint; Jacob Lederman, Associate Professor, Management, UM Flint; Greg Laurence, Professor of Management and Chair of UM Flint Faculty Senate

3:15 Call to Order/ Announcements – The meeting was called to order at 3:16pm. There were no minutes to approve. Chair Liu welcomed the press, informing them of two upcoming executive sessions for this meeting.

3:20 Faculty Senate Office Updates -- Faculty Senate Office Director, MaryJo Banasik reported that there are four interviews scheduled this week for the part-time Faculty Governance Coordinator position. They will be short, thirty-minute Zoom interviews. The Faculty Senate Office will be sending announcements this week soliciting nominations of SACUA candidates and volunteers to serve on Senate Assembly committees. Chair Liu will also be sending emails targeting people who have served in faculty governance before to serve on Senate Assembly committees and to run for SACUA. The deadline for SACUA nominations is February 14th. Since spring break is at the end of the month, nominating committee members won't have to confirm candidates over the break.

3:25 SACUA Chair Updates Chair Liu distributed [The Survey Results](#) on Winter 2022 Faculty Instruction to among others, Interim President Coleman, and Provost Collins, who thanked him. He also sent the survey results to the Faculty COVID Council, which will be meeting this Friday.

Over the weekend Chair Liu was contacted by a dean with suggestions regarding how

SACUA might conduct future surveys. He suggested establishing a standing panel of faculty to review issues of interest against a scientifically selected sample. The same dean suggested a method to discern the favorability or unfavorability of questions by subtracting Strongly Agree/Agree vs. Strongly Disagree/Disagree responses. The faculty panel is something SACUA could consider in the future. Chair Liu recommended that SACUA not undertake a survey more than once per semester.

Senate Felony Disclosure and Conviction. Assembly resolution Chair Liu thanked Ann Zaniwski for her article in the *Record*. As a result, Central Student Government resurfaced its resolution on felony disclosure. [Link to Google doc with their resolution.](#)

CSG passed this resolution a couple of years ago, but because of the Senate Assembly resolution, they re-publicized theirs. Chair Liu notified President Coleman of the passed Senate Assembly resolution.

SACUA will be voting on the Senate Assembly agenda next week. The SACUA election will be at the March Senate Assembly meeting. One way to approach filling the temporary SACUA vacancy due to Professor Partridge's leave is for the fourth-place finisher to fill the vacancy.

Professor Singer asked if Professor Freeman could continue in the position until January 2023 when Professor Partridge returns. Because Professor Freeman is in France, the time zones have been problematic for attending meetings in the U.S. Eastern Time Zone. Professor Freeman also indicated that his schedule for fall semester is not clear at this time. Chair Liu suggested that more time be allowed to consider how to handle the one-year term and to discuss this at a future SACUA meeting.

Executive Session.

3:30 Regent Jordan Acker

Regent Acker provided an update about the presidential search, and he had a discussion with SACUA members. Regent Acker left the meeting at 4:09.

4:09 Clinical Faculty Working Group Co-Chairs of the Clinical Working Group: Professor Howard Bromberg, Clinical Professor of Law; Professor Phil Rogers, Associate Professor, Family Medicine and Internal Medicine, Medical School.

A [slide deck](#) was shared with SACUA in advance of the meeting.

The Clinical Faculty Working Group co-chairs reported to SACUA on their processes and recommendations. They thanked SACUA for their support, the charge and the reference group. They made recommendations while still gathering information. Professor Rogers said the committee's work began at the start of fall term. They contacted the 18 schools and colleges, who requested that the group begin working through the provost's office.

They used a Qualtrics tool for gathering information regarding academic appointments, career appointments, how roles were defined, and how teaching loads were defined.

Before Thanksgiving they pivoted to the end of January to engage the reference group. Preliminary findings came from initial review of the documents and reference group members. Teaching loads were a concern.

The report also contained DEI information regarding the high numbers of women of color within the clinical and assistant level faculty. This information came from the volunteer reference group at the Medical School.

Professor Atzmon said that while the DEI information regarding women of color, was helpful, it would have been more helpful if it could be compared to data about white men. He said at the College of Engineering they have 'professors of practice', rather than clinical faculty. This group could have been contacted. Professor Atzmon also mentioned that percentage statistics from other institutions were not included but could prove helpful.

Professor Bromberg asked about an end of semester deadline and whether the group could include additional data in the report. His hope was that the current version of the report was sufficient for the Rules Committee to consider incorporating clinical faculty into central faculty governance, and that a decision about expanding faculty governance could be made this academic year.

Professor Toyama and Vice Chair Finlayson wanted more details on how clinical faculty and tenure track faculty differ. What are the trends in the 3 biggest units? How do the jobs differ? How are they similar? These are questions that if answered now would help later when the group's report is presented to Senate Assembly.

The issue of seat apportionment was raised if clinical faculty join as members of Faculty Senate. Professor Rogers said Dr. MaryJo Banasik helped to explain how seat apportions were assigned. Dr. Banasik noted in the chat that Don Winsor, who has been responsible for running the apportionment calculations for Senate Assembly, modeled the apportionment counts for the Clinical Faculty Working Group. Professor Freeman, SACUA liaison to the group said that engagement has already begun with RPP. He also observed that comments about maintaining the status-quo could be perceived as people with privilege seeming to be interested in retaining privilege rather than expanding it.

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Professor Rogers said more recently, the lives of clinical faculty and tenure track faculty look increasingly similar, characterized by service, the scholarly mission, teaching, and

practice. Professor Singer said the groups are more alike than they are different, and that differences are less clear. She also asked if a revised version of the report could go to SACUA and RPP.

Professor Freeman, SACUA liaison to the group said that engagement has already begun with RPP. He also observed that it could be perceived that people with privilege seem to be interested in retaining privilege rather than expanding it.

The guests left the meeting at 4:28.

Executive Session

4:28 IT Security Ravi Pendse, VP for Information Technology and Chief Information Officer, Sol Bermann, Chief Security Officer

VP Pendse and Chief Security Officer Bermann discussed the issue of privacy and the use of university technology, including email.

The guests left the meeting at 4:50.

4:50 U-M Flint Post Tenure Review Teaching Load Policy: Jacob Blumner, Professor English, UM Flint; Jacob Lederman, Associate Professor, Management, U-M Flint; Greg Laurence, Professor of Management and Chair of UM Flint Faculty Senate.

Professor Jacob Lederman said the provost at UM Flint wants tenure track faculty to have ongoing post-tenure reviews. This is a way for the provost to question a faculty member's productivity, circumvent their contract, and require faculty to teach more courses during a given term. This results in an increased teaching load for faculty who already have a heavy service commitment. He thinks this line of thinking originates from Southern states who believe faculty are lazy. It is an erosion of academic freedom.

Professor Jacob Blumner commented on the secretive nature of the provost's undertakings in conjunction with the deans. When faculty called for transparency, the provost conducted quick tours of each of the units when pressed regarding secrecy. She spent only 20 minutes at the College of Arts and Sciences. The provost did not take questions from faculty and there was no faculty input. Only the deans had input, and individual units would determine sanctions.

The deans have been instructed to collect and submit unit level feedback by March 1st to the provost for a final response by March 15th but that is unlikely.

Vice Chair Finlayson commented that changing one's teaching load could be dangerous, particularly when what constitutes productivity is not well-defined. Small departments have unfair burdens for service. Women at the associate level often assume the service roles. Their careers can stall at that level, and they are not able to advance beyond to full professor. Promotion and tenure reviews have processes so that a person is provided a path to success, but the language of the post tenure review policy is punitive. There was no path included in the document for improvement.

Chair Liu will ask Professor Mark Allison, Chair of the CFEI, to engage CFEI in the seeking their thoughts on this issue.

SACUA members asked questions:

Should this policy not be allowed to go forward?

Does the faculty write annual activity reports?

Are your faculty unionized?

Professor Lederman responded:

All 3 campuses must unionize together, so efforts to unionize in the past failed.

There are annual evaluation processes, and in the College of Arts and Sciences and in the School of Management there are yearly evaluations.

The Provost's Website was launched with no feedback option for faculty to respond to the issues, but now there is a feedback option. It is doubtful that the feedback will be made public.

Professor Laurence said their faculty senate passed some resolutions regarding this matter and they will be sent to SACUA.

Professor Atzmon commented that some individual units on the Ann Arbor campus have post-tenure reviews.

5:07 Matters Arising -- Professor Atzmon suggested their colleague Professor Mark Kushner should be invited to speak to SACUA about Falcon Strike software.

It was agreed that more time should be allocated for discussion at the next SACUA meeting on various topics from this week's meeting.

5:08 Adjournment: The meeting was adjourned at 5:08 PM

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.”