

Minutes 21 February 2022
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THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs
Monday, 21 February 2022, 3:15 PM
Hybrid meeting via Zoom and in person at 1100 Ruthven

In attendance – In person: Chair Allen Liu, Professor Colleen Conway, Professor Durga Singer, Faculty Senate Office Director, MaryJo Banasik; Faculty Governance Coordinator, Elizabeth Devlin

In attendance – via Zoom: Vice Chair Caitlin Finlayson (Acting Secretary), Professor Sara Ahbel-Rappe, Professor Michael Atzmon, Professor Elena Gallo (joined at 4:15), Professor Silvia Pedraza, Professor Kentaro Toyama

Absent: Professor Donald Freeman; Professor Deirdre Spencer

Guests: Ann Zaniewski, *The University Record*; Mathew Shanbom, *The Michigan Daily*

3:15 Call to Order/ Announcements

The Chair welcomed Professor Silvia Pedraza, who was elected to fill Damani Partridge's seat while he is on leave. The Agenda was updated: the last item regarding the SACUA Vacancy Replacement Process for Vice Chair Caitlin Finlayson's seat was removed. The FSO has received 13 nominations; 11 confirmed interest and eligibility to run. All candidates were asked to provide 5-minute videos and/or written statements, so that there is a complete slate for Senate Assembly to review 2 weeks before the next Senate Assembly meeting.

The resolution on the revised definition of "inclusion," composed by the Committee on Fairness, Equity and Inclusion (CFEI) and approved by Senate Assembly vote (2/14), was sent to Rob Sellers (Office of DEI); he has asked to meet about the revised language.

Regents Jordan Acker, Sarah Hubbard, and Denise Ilitch were sent Senate Assembly's resolution to expand the presidential search committee (approved 2/14); the Regents asked that people join the presidential search listening groups.

The resolution on the Flint Post Tenure Policy, approved by SACUA and SA (2/14), was sent to Provost Feist-Price (UM-Flint). Provost Feist-Price responded promptly and said that she would work with the faculty.

Chair Liu informed everyone that SACUA needs to nominate four potential faculty candidates for the President's consideration to fill two Honorary Degree Committee positions that expire on June 30, 2022; names must be provided by April 1st. Chair Liu will email the relevant rules about the composition of committee to SACUA this

week.

Faculty Senate Office Updates

Ann Marshall will be joining the FSO. Marshall comes from Purdue University Fort Wayne, where she works in faculty governance and is also part of the library. Marshall will be remote in April and then will join the FSO in person in May.

Executive Session: Provost Susan Collins

Provost Susan Collins discussed funding initiatives to address COVID impacts on research, anti-racism cluster hiring, anti-racism research training and professional development opportunities, and the Provost Office's P&T procedures; the latter was part of a continuing conversation with SACUA to clarify processes and policies.

President Mary Sue Coleman

President Coleman discussed briefly her decision to accept the interim appointment as president and the three key roles of her interim presidency:

- 1) to meet with university groups/stakeholders about rebuilding trust.
- 2) to ensure continuity. There are numerous substantial initiatives underway, and Coleman indicated that her role was to ensure such projects/initiatives continue unimpeded by the sudden departure of the previous president; she does not view her role in this short interim period as creating or launching new initiatives but rather ensuring continuity and that projects/initiatives/ at the University at large continue to move forward.
- 3) to work – to the degree that the Regents would like - to help a new President smoothly transition to the University of Michigan in part to minimize any further disruption to the University.

Coleman continues to work on issues about sexual harassment and their reporting. She has met with people on campus who are doing this important work. In regards to faculty governance and re-establishing trust, Coleman requested that SACUA encourage faculty to attend the presidential search listening sessions. Coleman also reported that the search for the Interim Provost was well in hand and that the University is on track to make an announcement at the March board meeting.

Professor Toyama raised SACUA's desire for more direct interaction with Regents going forward since, under former President Schlissel, there was a tendency by the former President Schlissel to push for all faculty governance issues or concerns to be mediated through the president, rather than directly communicated to the Regents. Professor Toyama also raised the concern that ECRT staff and University still seems to be reluctant to acknowledge widespread failings or issues at Michigan in regards to sexual misconduct. Responding to the first point, Coleman remarked that under her administration there was no such restriction on access to the Regents. Coleman disagreed, however, with Professor Toyama's view on how ECRT and the University has responded to failings in the past in regard to sexual misconduct.

Professor Atzmon noted that cities and counties are removing mask mandates but that he hoped the University would not remove the current mask mandate in the middle of term.

Professor Atzmon suggested it would be prudent not to rush and relax any mandates at this point. Professor Finlayson reminded President Coleman that many faculty, staff and students have unvaccinated children under 5, suggesting that on this issue, we might choose to be cautious and not the first out of the gate. President Coleman indicated that she is working with Chief Health Officer on this issue and awaiting further CDC guidelines. President Coleman remarked that we need to follow the evidence and recommendations from experts on such matters.

Professor Conway asked President Coleman what she saw as the new challenges for a president coming in now. President Coleman responded that 2016-2020 has been tumultuous time in education. Her goal when she left the presidency was to continue to defend higher education and to advocate for the research prowess of the US. The Office of Management and Budget (OMB) at one point proposed to substantially cut indirect costs received from the federal government in research grants and Coleman mobilized a group of University presidents to defend higher education and the research we conduct. Coleman noted that everything is much more strident these days in terms of discourse. Debate is good, different opinions are good; all that can be positive but there is also divisiveness and personal attacks that can be harmful. She also noted the diminishing financial support for public universities as a key issue. Broadly, States have transferred the burden of creating an educated populace on the Universities with little State-level financial input. She also acknowledges that Michigan is not immune to the momentous issues facing the nation and so in a lot of ways the University is also undergoing a reckoning in regards to race, class, diversity, etc. She also pointed to the Association of American Universities (AAU) survey on sexual misconduct that had indicated sexual misconduct is very prevalent on US campuses and noted that the survey provided useful information, e.g. that experiences with sexual misconduct were concentrated in the first semester at universities/colleges, which was being used to help guide approaches to addressing this issue. She indicated that there is another follow up survey that provides additional information that help Universities to know where to focus their resources. Such studies were beneficial in continuing to advance the work to combat sexual harassment on University campuses. Finally, Coleman remarked that, during her short tenure thus far, she enjoyed listening to students, their interest, what excites them, the passion of their concern for social justice, etc.

Executive Session: Debrief

SACUA discussed the meetings with Provost Collins and President Coleman.

LEO Data Update – Kirsten Herold, Lecturer IV, Vice President Lecturers' Employee Organization (LEO)

Professor Kristen Herold joined to answer questions related to the LEO Lecturers data collection efforts: Professor Herold provided a brief written overview of the LEOs.

In recent years, librarians, curators, and archivists have joined the LEO union. Professor Herold noted that Librarians have governance rights but not curators or archivists. Broadly, there is 65% membership in LEO, though it varies between campuses (up to 80% on the Dearborn). Professor Herold noted that those with 1 course contracts often don't participate in LEO; bargaining unit is mainly made up of LEO IIIs and IVs. Clinical faculty are not included in LEO.

Professor Singer clarified that all clinical lecturers in the medical school have changed over to clinical instructor.

Professor Toyama remarked that he was curious about what the LEOs would gain from inclusion in faculty governance, given that LEOs arguably have more hard power than any other faculty groups on campus. Herold observed that inclusion would allow LEOs to sit on administrative/faculty governance committees that directly impact the teaching faculty; the general business of the University concerns us as well, she remarked.

Professor Conway asked if there was a reason LEOs couldn't sit on Senate Assembly committees. FSO Director Banasik noted that it was up to SA and SACUA who sat on committees, so there was certainly the possibility of inclusion in this regard.

Herold noted that some lecturers do have governance rights but it is decided at the unit level and thus is inconsistent; for instance, the School of Nursing removed voting rights for lecturers.

Executive Session: Debrief

SACUA discussed the issues raised by Herold.

Meeting Adjourned

Respectfully submitted,

Caitlin Finlayson, SACUA Vice Chair
Secretary Pro Tem