Minutes DATE: November 15, 2021
Circulated DATE: January 19, 2022
Approved DATE: January 24, 2022

THE UNIVERSITY OF MICHIGAN
Senate Assembly
Day, Monday, Date, November 15, 2021 Time 3:15
LOCATION
The Meeting was Held Virtually via Zoom

**Present:** Ahbel-Rappe (by virtue), Atzmon (by virtue), Barzilai, Bawardi, Braun, Brown, Burton, Burzo, Cho, Conway (by virtue) DiFeo, Dolins, Duanmu, Evrard, Finlayson (by virtue), Fontana, Fossum (Parliamentarian),Freeman (by virtue), Friese, Girard, Gnedin, Guikema, Hertz, Huang, Hughes, Hyde, Indjejikian, Jenkins, Junghans, Kahn, Kaur, Ketefian, Knoblauch, Korley, Lagisetty, Lampe, Lepri, Lin, Liu, MacLatchy, Madathilparambil, Maitra, Maxim, Mesa, Modrak, Okwudire, Pal, Partridge (by virtue), Pedraza, Peterson, Pinto, Price, Ramaswamy, Rickard, Singer, Soderstrom, Spencer (Secretary), Tanielian, Toyama (by virtue), Traynor, Van Berkel, Wong, Yi, Zebrack

**Absent:** Admon, Bridwell-Rabb, Brissey, Chen, Conjeevaram, Dinov, Gallo (by virtue), Garner, Guzdial, Kaigler, Kazerooni, Kovelman, Laurence, Mansfield, Morgan, Rauterberg, Rosentraub, Stout, Subramanian, Thacher, Wang

**3:15 -Call to Order** – Chair Liu called the meeting to order.

**3:16** Representatives from the *Daily* and the *Record* were in attendance. Chair Liu recommended that meeting attendees use the raise hand function to request to speak. He also recommended that a direct message be sent to Faculty Governance Coordinator Elizabeth Devlin if any logistical issues or questions arise.

The September 20, 2021, minutes were corrected to reflect the attendance of a member who had been noted as absent.

**3:18** The agenda and the minutes from the September 20th meeting were approved by consent, hearing no objections.

**3:20** - Faculty Senate Office Updates – MaryJo Banasik, Director of the Faculty Senate Office, reported that The Davis, Markert, and Nickerson (DMN) speaker was selected. Dima Khalidi of Palestine Legal will present the DMN Lecture on March 14, 2022.

Dr. Banasik introduced Professor Paul R. Fossum of the University of Michigan Dearborn as the elected Parliamentarian and Librarian Deirdre Spencer as the elected Secretary.

**3:25** - SACUA Updates –
Chair Liu provided updates on the motions from the October 4 Faculty Senate meeting from his shared slides.

**Motion 1** Work Connections

Committee on Oversight of Administrative Action (COAA) may develop recommendations. Regarding Work Connections. There will be a meeting on Friday November 19 with the Provost, some faculty members, and members from AHR, Finance and Work Connections.

**Motion 2** Adequacy of COVID Policies
Faculty COVID Council may address this topic in its regular meetings.

**Motion 3** Choice of Methods of Instruction
Chair Liu presented questions to the Academic Program Group
Chair Liu spoke with Provost Collins about this issue.
The Academic Affairs Advisory Committee (AAAC) also discussed this issue with Provost Collins.

**Motion 4** Handling of Sexual Misconduct
Faculty governance continues engagement with ECRT and Guidepost Solutions.

Chair Liu reached out to President Schlissel and Provost Collins to suggest placing motion 4 recommendations into SPGs.
SACUA is forming a working group and voting on the charges and roster this week.

**Motion 5** Remote Teaching for parents with young children
The Committee on the Economic and Social Well-being of the Faculty (CESWF) may develop recommendations.

**3:30** – Dean and Professor of Nursing, Patricia Hurn co-chair of the Working Group on Culture Change Update – Dean Hurn presented slides. One aspect of the working group is in the area of values. – She acknowledged that our university is living through painful events. A recent article in the *Chronicle of Higher Education* shows that other schools are going through similar difficulties. Her findings indicate a lack of trust, fear of retaliation, and a lack of accountability across campus.
Many cultural change initiatives across campus stem from the WilmerHale Report. (*From list on slide, the Culture Change working group values). The* WilmerHale Report indicated that UM does not have system-wide values in place. There were some units with value statements, but there was no statement of shared values.

The Culture Change working group is dedicated to shared values and questioned if there is a "shadow culture" which differs from what we say we value. The working group will establish "evidence based" values based on the question "what do our actions show"?
Dean Hurn, Chief Organizational Learning Officer Sonya Jacobs, faculty, staff and students of Michigan Medicine have a working group with 4 objectives.
**Phase 1.** Assembled group in May. Objective of the Charge: Every school and college but not the university as a whole has a values statement.
How can we move on our values statement? The Institute of Social Research (ISR) conducted an investigation. There were 24 units with values statements. They looked at the words and methodologies of the statements.
**The Values Statements** – Inclusion, Diversity, Excellence, Equity, etc. are the words most frequently used. A pair of word clouds were depicted on a slide with the foundational values they were able to identify.
They will translate the values statements into multiple versions of the statements.
Accessibility will be a goal as well. The School of Music, Theatre and Dance will create a

song.

**Phase 2** Information gathering. Some professional values may not agree with academic values writ large.

**Reporting**: The group will report to President Mark Schlissel and to the Regents the findings and recommendations.

Chair Liu invited Dean Hurn's group to return to Senate Assembly for another visit in the future.

Q&A:

Professor John Traynor asked how lengthy their report would be. Dean Hurn replied that the report would be focused, and they will put what they learn on the website in an iterative and thoughtful way.

*Visualization of what their values are, approximately 10 pages with landmark overarching goals.* They will have similar conversations with students that resemble those with faculty and staff. Students graduate and leave. We should have their voice more prominent here.

Professor Derek Peterson suggested Culture as unifying thing is not realistic, as sexual power, and thus culture, are subject to unequal power structures. Justice is not mentioned in the slides. Dean Hurn reassured him that these are not cynical comments. There is room for future conversations.

Professor Fred Korley said this was a step in the right direction. He requested clearer definitions and noted that metrics are needed to enhance accountability. Excellence is a term which needs more definition.

Professor Ann Chih Lin said it is more important to consider what happens when our values conflict. (Respect v. Diversity, for example.) Include diverse people for value conflict talks. What happens after this takes place?

There are intensive value conflicts here. Each school shows that their behaviors don't follow the values. Dean Hurn said she will think about what will happen. The leaders on campus may take this seriously. What are the next steps? We now have a values statement. We checked the box, now what?

Professor Shake Ketefian noted that service was not listed on either word clouds. How many schools value service? Service is not valued in all areas of the university.

Dean Hurn said there will be a learning curve and there will be nothing added that will subtract from what other schools and colleges already say with respect to their values statement. Where do we deviate from what we say we value? According to Matthew Johnson's *Undermining Racial Justice at UM*, "Excellence" is a code word for discrimination. These are shadow words which represent secrecy, entitlement, and they don't show up on the word clouds. Dean Hurn agrees with Professor Sara Abhel-Rappe in that we need to investigate more closely as a variety of shadow values are there. We must put the values out there clearly.

Professor Rogerio M. Pinto said this was good data, and that we change our answers to questions based on how we feel and what the day brings. If we change the behavior of attitudes, the values, attitudes, and behaviors need to be connected. We need a better methodology for data collection. Culture changes from year to year as do the meanings of culture and methodology. We speak of institutional culture and culture in general. They are 2 different things. More specificity is needed. Dean Hurn said that they are indeed looking at institutional culture and how it relates to what we say we value.

**4:00** – Equity, Civil Rights and Title IX (ECRT) Office Tami Strickman, Executive Director and Guests --ECRT group. Executive Director Strickman and her group thanked us. Good for ECRT staff and Senate Assembly. Title IX Coordinator Elizabeth Seney introduced the i-Sight database and case management system as an excellent tool for administering and tracking cases. Any and all supports or concerns are logged into the system. You can look at the reporting requirements for federal and state law. It allows for tracking patterns, for instance is there one allegation from many sources or is there one person with many allegations?  Is it a residence hall or organization, affiliated groups related to faculty, students and staff? Everything is in one place.

Executive Director Strickman said ECRT tracks patterns and knows what's happening across campus. Should a verbal altercation regarding discussion of race on social media be reported? Yes. This is how to centralize the data across a very decentralized campus.
How far back does i-Sight go? Professor Rebecca Modrak said the complaints were treated individually, but no preponderance of the evidence. She said ECRT is not looking for the patterns.

Senior Associate Director Seney said when complaints first come in, they look for patterns up front. They could possibly be consolidated into one report. Privacy of parties or separate concerns or topical parties overlap. Each concern could be included. There are some cases where it is not appropriate to overlap. It depends on the content and behavior regarding the overlap. It doesn't mean that there is no overlap. Due to privacy reasons or parties expressed concern regarding privacy, this may mean that cases are dealt with separately. Chair Liu raised the issue of whether Michigan Medicine and the entire Ann Arbor Campus use i-Sight. i-Sight is used internally by ECRT. It pulls info from PeopleSoft and the system might not share information with another campus. Regarding how far back, it migrates prior records and includes them into i-Sight.

**4:10 -Breakout groups with ECRT**

**4:30 – Breakout Group Debriefing –**

Professor Dinish Pal was concerned that he didn't know the definition of ECRT. Chair Liu told him that ECRT replaces OIE.
Professor Cliff Lampe found it frustrating that a colleague's questions were not answered. He noted the lack of meaningful response and filibustering.
Professor Amy Hughes would like more accountability from the office itself, answering such questions as: What have you learned? How would you change? How has reflection informed the future? ECRT's concern is protection of the institution instead of protection of its people.
Professor Silvia Pedraza noted that ECRT used the given questions then developed their own questions. How does old OIE differ from ECRT? They began the explanation then ran out of time.
Professor Luke Hyde" Agrees with Professor Cliff Lampe. Who does ECRT report to?  There is an issue with institutional self-protection versus justice. If most of the people in the office are lawyers, victims will be treated with the University's liability and protection in mind.

Professor Vilma Mesa asked what the difference is between ECRT, and OIE (Office of Institutional Equity). Anonymity is maintained as are the associated issues. It is not an avenue for the victim to speak.
Professor Chinedum Okwudire said cases are dropped due to fear. People are not speaking up. Privacy vs. confidentiality, what are the differences between them?

Professor Analisa DiFeo said many are frustrated by OIE and ECRT. It is best to recommend to them a different reporting structure. She noted that they continue to provide non-informative and disingenuous answers. What are other universities that we could model with regard to these issues?

Chair Liu said he has asked the Regents about Guidepost solutions'. NYU reports case to a compliance office and they report to the board of regents.

Professor Durga Singer suggested we give them more concrete information regarding what we would like. Some graduate programs are not associated with departments. The last meeting is with the Regents in February. Chair Liu says they will not issue a written report but will report orally only to the regents.

Professor Kentaro Toyama noted that we need to give ECRT more concrete questions prior to meeting. Some regents are sympathetic to our cause.

Regent Acker has not responded to Chair Liu about which of the Guidepost recommendations have been implemented but Vice President Sally Churchill did.

Professor Mihai Burzo, looked at the website and said there was no one to give feedback. We get input from students from classes. We need to look at some of the data. We insist that we have input. We should provide a feedback form to check off.

Professor Rebekah Modrak suggested we bring in survivors for more varied input as we continue to receive non-informative answers from this group.


**4:40 – Faculty Senate Motions Update –**
Chair Liu Will postpone motions report.

**4:50 – Matters Arising –**
Chair Liu asked whether COVID impact statements are available at the individual schools and colleges and to send them to him and the FSO.

Professor Hani J. Bawardi asked about DMN lecture clarification.
Professor Silvia Pedraza asked how we can understand the process of OIE vs. ECRT specifically.

Motion to adjourn.
**5:00** - Adjourn

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 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."