Minutes March 21, 2022

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THE UNIVERSITY OF MICHIGAN

Senate Assembly

Monday, March 21, 2021, 3:15

The meeting was held Virtually

**Present:** Admon, Atzmon (by virtue), Barzilai, Bawardi, Braun, Bridwell-Rabb, Brissey, Brown, Burton, Burzo, Cho, Conway (by virtue), DiFeo, Dinov, Dolins, Duanmu, Evrard, Finlayson (by virtue), Fontana, Fossum (parliamentarian), Friese, Guikema, Hertz, Huang, Hughes, Hyde, Jenkins, Junghans, Kahn, Kazerooni, Ketefian, Kingston (MacLatchy), Knoblauch, Korley (Abir), Kovelman, Lagisetty, Lampe, Lepri, Lin, Liu, Lucas, MacLatchy, Madathilparambil, Maitra, Maxim, Mesa, Milewski, Modrak, Okwudire, Pal, Pedraza, Peterson, Pinto, Price, Ramaswamy, Rickard, Singer (by virtue), Soderstrom, Spencer (by virtue), Stout, Subramanian, Tanielian, Toyama (by virtue), Trela, Van Berkel, Wang, Wong, Yi, Zebrack,

**Alternate(s):** Kingston (MacLatchy), Korley (Abir);

**Absent:** Ahbel-Rappe (by virtue), Bennett, Conjeevaram, Freeman (by virtue), Gallo (by virtue), Garner, Girard, Gnedin, Guzdial, Indjejikian, Kaigler, Lahiri, Mansfield, Morgan, Rauterberg, Rosentraub, Traynor

**Guests**

Jeff Bleiler *University Record*

Shehrez Chaudhri. *The Michigan**Daily*

**Equity, Civil Rights, and Title IX (ECRT)**

Tami Strickman, Special Advisor to the President and Executive Director

Tanesia White, Associate Director, ECRT

Kaaren Williamsen, Director, Prevention, Education, Assistance and Resources unit (PEAR)

Christopher Harris, Deputy Title IX Coordinator, Michigan Medicine

**Faculty & Staff Counseling & Consultation Office (FAASCO) and Counseling and Psychological Services (CAPS)**

Tom Waldecker, Director, FASCCO

Jill Castro**,** FAASCO Staff Counselor

Todd Sevig, Director, CAPS

**3:15:**

**Call to order:** The meeting was called to order at 3:16. The minutes of the 1/24/22 Senate Assembly meeting were approved.

**3:20:**

**Faculty Senate Office Updates** – Faculty Senate Office Director MaryJo Banasik reported statistics on the successful DMN Lecture. There were 40 in person attendees, 80 on Zoom, and a maximum of 61 Live stream concurrent viewers. The new part-time Faculty Senate Coordinator, Ann Marshall begins April 4,2022. The office is soliciting nominations for the Librarians and Faculty Governance awards due to the office by May 1,2022.

**3:25:**

**SACUA Updates** -- Chair Allen Liu and Vice Chair Caitlin Finlayson participated in the honors convocation at Hill Auditorium to a packed venue. The event recognized honors graduates from all three campuses and was the first to convene since the pandemic.

Chair Liu is participating in the interview process for the Assistant Director of Support for ECRT.

Chair Liu distributed a test version of the AEC survey this afternoon to Senate Assembly and reminded everyone to test it. The survey will be fully operational next week, so any problems must be promptly reported.

Chair Liu and Vice Chair Finlayson will be going to Rutgers University to attend the Big Ten Academic Alliance (BTAA) Faculty Governance conference from April 7th through 9th. The issues to be discussed are 1. Covid related innovations and best practices in teaching, 2. Consensual relationships, 3. Balancing free speech and order.

Last week, for the moment, the Flint Provost walked back the proposed policies regarding faculty workload and post-tenure review.

Chair Liu and Professor Mark Allison, chair of CEFI met with Vice Provost for Equity and Inclusion & Chief Diversity Officer Rob Sellers. Despite the SACUA and Senate Assembly vote to revise the language, the inclusion language did not change. However, they did discuss how to move forward together for DEI 2.0 after reviewing DEI 1.0.

There will be a faculty conversation in late April or early May, including members of CEFI and CAR.

Chair Liu communicated with the Regents regarding the [Resolution to Expand the Presidential Search Committee](https://facultysenate.umich.edu/wp-content/uploads/2022/02/2-14-22-SA-Resolution-to-Expand-Pres-Search-Committee-1.pdf), passed by Senate Assembly on Feb. 14th. He only heard back from one regent, who encouraged faculty to attend the presidential feedback sessions, but no response was otherwise received.

The question was asked if the new provost would be able to speak to Senate Assembly this academic year? Dean McCauley starts her appointment May 16th. Provost Collins’ last day is May 15.

Q-A A faculty member expressed concern that there should be a greater variety of academic disciplines represented on the presidential search committee. The regents did not respond to our resolution regarding the presidential search committee. President Coleman thought the search committee membership was sufficiently diverse regarding academic subject matter.

**3:30:**

**Equity, Civil Rights and Title IX Office (ECRT) Update – 15 minutes.**

**Equity, Civil Rights and Title IX Office (ECRT) – Q and A**

Tami Strickman, Special Advisor to the President and Executive Director

Tanesia White, Associate Director, ECRT

Kaaren Williamsen, Director, Prevention, Education, Assistance and Resources unit (PEAR)

Christopher Harris, Deputy Title IX Coordinator, Michigan Medicine

Executive Director Strickman introduced the ECRT staff who were present to Senate Assembly.

Tanesia White, Associate Director, ECRT introduced the newest staff members Kaaren Williamson and Chris Harris.

The mission of ECRT is similar to that of OIE. Ms. White addresses discrimination and supervises civil rights cases. She commented that with the new structure it is easier for people to identify ECRT staff.

Elizabeth Seney specializes in sexual misconduct while Christina Klein specializes in disability cases.

ECRT now has equity specialists on the front line, who allow the client to work with someone other than the investigator. ECRT has initiated supportive measures to assist clients such as remote office hours on Mondays, Wednesdays and Fridays for 2 hour time slots. These are good opportunities to speak with ECRT staff.

The office is working hard to revamp the website, which still says OIE.

Ms. White ensures that appropriate resources go to clients and that they are distributed with consistency to all who need them.

Kaaren Willemsen is the new PEAR officer and is still SAPAC director, Sexual Assault Prevention Awareness Center. She will transition to PEAR full-time in mid-May and in time for Fall. PEAR will work with faculty and Staff. SAPAC is located on the 4th floor of the Union. SAPAC has 10 fulltime staff and is primarily student focused.

It is challenging to pivot from student life into faculty and staff concerns.

Chris Harris is assigned as Assistant Deputy Director Title IX Coordinator of Michigan Medicine. He has worked at Penn State as an investigator and is now a Title IX Coordinator.

**3:40:**

**ECRT Q&A with Guests**

**Q-A** – A professor questioned the discrepancy between the number of reports verses complaints. The distinction between complaints vs. reports is complicated regarding how to report violations. Reports vs. Complaints is a problem in title nine offices.

Of the 530 reports made, 52 resulted in investigations and 18 resulted in recommendations of disciplinary action. In the remainder of the cases nothing happens.

Director Strickman said, many people don’t want investigations. Sometimes the victim doesn’t want an investigation or may choose an alternative action. Sometimes their office investigates even against the student’s will, depending upon the circumstances. Sometimes people just want information from ECRT or want to make an anonymous complaint. Sometimes they don’t want punishment for the offender. People need to have the terminology representing the different options explained to them.

Two professors recommend seeing “Moving the Needle” by Center for Research on Learning and Teaching (CRLT). Some individuals are not comfortable complaining because they don’t have appropriate data and fear retribution. Director Strickman said more retaliation training is needed. A professor at Public Health said they are still affected by the Filbert aftermath, and they are still doing work around it.

A professor heard Tanisha White speak about the new improvements to ECRT including equity specialists. They are adding more equity specialists to shepherd people through the process. There are differences between gender and sex-based civil rights reporting. Equity specialists follow up with the complainant and respondent. They have staff who receive every complaint. ECRT has hired more people so there is more follow up.

The Culture Journey work with Dean Patricia Hern and VP Sonja Jacobs was also mentioned.

It was suggested that there be a live document regarding the changes between OIE and the new ECRT.

A faculty member suggested that we need more punishment for harassment, as we lose access to physical space due to fear of the offending person.

The point was made that there are one hundred ways to retaliate without being outright villainous.

Director Strickman agreed that we must do the values work. What are the values of ourselves and others?

Chair Liu asked how we get numbers of how many people reported incidents and how many didn’t.

An example of a complaint is ‘over the weekend my friend was sexually assaulted.’ Dr. Anderson statistics are not included.

**4:00:**

**Tom Waldecker**, Director, Faculty & Staff Counseling & Consultation Office (FAASCO)

**Jill Castro,** FAASCO Staff Counselor

**Todd Sevig,** Director of CAPS

**Tom Waldecker**, Director, Faculty & Staff Counseling & Consultation Office (FASCCO) – He has been with the university for 45 years in what was formerly FASAP. Survey research indicated that people had difficulty locating FASAP. Bios and photos of counseling staff are on the website. Over 40+ years of experience are represented. People contact FAASCO about issues of daily living. FAASCO doesn’t recommend waiting for a crisis. The little things can be discussed. Anxiety has skyrocketed with COVID for everyone. People have decisions to make and need to talk them through; getting help with assessment. You don’t have to have a clinical diagnosis to use FASCCO. Everyone is allowed 5-6 sessions free of charge. Couples counseling may be a bit longer. FAASCO addresses problems with family members or colleagues. If their counselors are booked they can make referrals to offices such as the Ombuds or ADVANCE or other university resources. They do lots of presentations on emotional health topics. The sessions are confidential and at no-charge. The Ann Arbor, Flint and Dearborn campuses are eligible. Michigan Medicine is served by Workplace Resilience. FAASCO uses Zoom and phone sessions.

**Jill Castro** is a staff counselor**. –** She has been here several years, observed several trends and has seen changes. The office is seeing more marital, couples, partner, family and job-related problems. Many emotional / psychological problems and other concerns. Between 2020 and 2022 more instructional staff were looking for help. Isolation, work-life separation, parenting, lack of privacy, anxiety / fear, loneliness, relationship challenges, depression, focus, productivity, and uncertainty were topics of concern. There were more problems with supervisors and colleagues, People’s identity had been tied to their productivity, but then they lost that with Covid. Many feel unsure of what the future holds. FAASCO maintains a list of presentations, which change periodically. One popular presentation is “How to Construct a Conversation of Concern”. Dr. Castro offers a presentation called Creating Healthy Boundaries. This is good for workplace or at home.

**Todd Sevig,** Director of CAPS – CAPS is only for students on the Ann Arbor campus. They are entitled to five or six sessions. Urgent same day appointments are also available through CAPS After Hours. Top five reasons they come. (1). Anxiety increased in the last two years; (2). Depression; (3). Emotional Management; (4) Stress;

(5) Academic Concerns. (Nuanced worries such as – did I pick the right major? Student of Color not being treated equally. Pressures of being leaders and best.) Advanced trainees from the School of Social Work and Psychology are available with knowledge of eating issues, family and relationship issues, substance abuse concerns. Dr. Sevig has been Director for 20 years. There were 16 staff when he came. Staff is increasing to 51 full-time staff in addition to 18 post-docs and interns. The administration has been very supportive. Staff is very diverse representing various groups by age, color, sexual orientation, country of origin.

Sometimes students wish to speak to someone like themselves and it helps.

There are resources for faculty to help students. It takes all of us in our different roles to support student mental health.

The Faculty Toolkit, in hard copy was mailed out to ten-thousand faculty members two years ago to help students. The Toolkit is good for reaching out to troubled students.

Everyone can help with student mental health, as ‘it takes a village’.

Mental health has changed. Covid impact is still affecting students negatively and there is statistical data to bear this out.

Covid has affected the ability to think. Students experienced cloudy thinking. They placed their emotional well-being last. They were feeling overwhelmed, tired and burned out. They haven’t really processed how COVID has affected them yet. They are trying to keep up. They experienced social anxiety around returning to campus.

It was jarring for students to come back.

There was a Mental Health Committee – It consisted of academic personnel such as deans and representatives from student life. They asked, what can we do to help beyond the counseling center? How can we let students know what resources exist?

CAPS issued a report, which was funded by and all recommendations were accepted by the VP for Student Life. There were seven different work teams. They are trying to add to their culture. The increased number of positions was a big help. Hiring is difficult but so are ongoing treatment capabilities without new staff. They developed a new intake model and new wait-times. There was a big increase of students in the fall. The first appointment was scheduled within 1-3 days. This is in addition to the Crisis Walk-in Center which does not require an appointment. CAPS has been well supported by the university.

Q-A Some numbers changed pre and post COVID. Data shows the situation has improved this year from last year, but there is a rise in social anxiety. We were doing well before Omicron, then Omicron hit, but by the time Omicron was under control we were already near the end of the academic year. It is better for the student’s mental health for them to be on campus for class.

The toolkit is good for faculty reaching out to students who may need help.

Chair Liu asked if he may distribute the information to the Senate Assembly and publish it in the newsletter.

**4:30:**

**Open Vote**

**SACUA Candidate Remarks and Election** – Eight candidates are running because one withdrew. No nominations were received from the floor. Chair Liu explained the procedure. Only two candidates were present at the meeting.

Professor Braun offered a short candidate statement and encouraged members to consult his nomination materials previously submitted.

Professor Modrak read a prepared statement emphasizing her organizational efforts regarding sexual harassment. She served on AAAC. She commented that more recently the provost has set the agenda for meetings and controls what transpires.

Professor Conway asked the candidates to discuss what it means to be advisory in regard to the advisory component of SACUA.

Four candidates will be elected, including three candidates for 3-year terms and one candidate for a 1-year term.

The Presidential Search Committee has expertise, but members are not just representing themselves on the committee but a broader community.

It was a good composition. The interim president plays no role in the composition.

A member of the Faculty Covid council asked about masking in spring summer terms, and whether testing will be scaled back? The Dashboard requires lots of effort to maintain it and we are looking to scale it back.

Faculty would like transparency in the process regarding the openness of the presidential search process and where in the process it is; however, President Coleman seems unreceptive to such requests regarding more transparency of who is being considered and when the selection takes place.

There is, however, a possibility that one of the regents will share the committee’s priorities which is a step in the right direction.

A search committee member shared that the entire nineteen-member committee will be allowed to see all the data for all of the candidates.

**4:55: Matters Arising** - 4:53 – None

**5:00: Adjourn - Motion to Adjourn –** 4:53 Meeting 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 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.”