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THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs
Monday, May 16, 2022, 3:15
The hybrid meeting was held in Ruthven 1100 LOCATION

In Person Attendance: Chair Silvia Pedraza, Vice Chair Durga Singer, Immediate Past Chair Allen Liu, Faculty Governance Coordinator Ann Marshall, Secretary Deirdre Spencer

Online Attendance: Professor Michael Atzmon, Professor Tom Braun, Professor Simon Cushing, Professor Rebekah Modrak, Professor Sergio Villalobos Ruminott, Professor Durga Singer, Professor Kentaro Toyama,

Guests:
Ann Zaniewski: *The Record*
Samantha Rich: *The Daily*
Alex Pietratoni: Project Manager of the UM Department of Public Safety Security (DPSS)
Jessica Drake: 21CP Solutions 21st Century Policing Solutions
Dinesh Pal: Committee on Anti-Racism

Agenda Items

3:15 Call to order / Chair Pedraza called the meeting to order at 3:16pm. The revised minutes of the 5/9/2022 meeting were approved. / Announcements

3:20 SACUA Chair Updates:
(1). The search for a FSO director is progressing. We are up to 11 applications from 4 at last report. Interviews begin the week of the May 23, 2022 and will continue throughout the week and into the following week. The search committee will look at the first interviewees, then SACUA will look at the two finalists.
 (2). The Faculty Awards deadline is noon on Monday, May 23rd. Selections will need to be ranked prior to the SACUA meeting. All dossiers are in Dropbox and were emailed to you as PDF attachments. The SACUA member rankings need to be entered in the Excel file. The question was asked if someone who won an award previously (years ago) but was nominated again, could that person win a second time? The answer was yes. The candidates and voters must be cognizant of conflicts of interest. For instance, if you are nominated for an award, you must recuse yourself from voting for that award.

(3). Professor Tom Braun circulated a New York Times article about student burnout with online instruction. It generated very good discussion of the issues.

(4). Provost McCauley will visit SACUA on the 23rd. We could ask how her position as dean prepares her for the position of interim provost. She will see the Work Connections report prior to the meeting with SACUA.

(5). Professor Singer and Chair Pedraza would like for SACUA to have a day-long retreat so that the new Faculty Senate Office Director may attend and understand SACUA well, as well as having SACUA members get to know each other more and work on some issues. We would consider the Matthaei Botanical Gardens as a retreat location because she and Secretary

Spencer recently attended a Women of Color in the Academy Project event, and it was a beautiful natural environment. There were nature trails and beautiful scenery. There were also indoor tropical and dessert gardens in the event of bad weather. Two consulting firms were recommended for consideration. Chair Pedraza recommended Sensei Change Associates which was used by the Sociology Department in the past. Vice Chair Singer recommended a the UofM program called Organizational Excellence.

3:30   Division of Public Safety and Security - Alex Pietratoni of DPSS, and Jessica Drake of 21CP Solutions requested a meeting with SACUA. The main presenter was Jessica Drake, while Alex Pietratoni was on hand to answer questions. 21CP Solutions stands for 21st Century Policing Solutions and was the result a task force formed by President Obama to look at modern police reform. The taskforce produced a report. The Obama administration correctly predicted that the next administration would be less interested in modern police reform. 21CP kept the report and its recommendations front and center. It outlined how to enhance and improve the current work of the departments by listening and determining how best to respond to their issues. The company has been very busy during the last 6 years. They have worked with Yale, Harvard, Drexel and other universities including the University of Michigan. We invited 21CP to campus in order to share best practices in recruitment, hiring and retention, technology services, data collection, analysis of what was collected, and how the data was received. They looked at the role of security officers vs. security within medical facilities. There was a special place for public safety. They were not an arm of municipal law enforcement, rather they were looking at collaboration and community care. 21CP held focus groups and were intentional in reaching out to faculty, students, and staff, where they had formerly been mostly student focused. They conducted focus groups and listening sessions to help spread the word. Alex Pietratoni reiterated that DPSS proactively and voluntarily reached out to 21CP rather than being forced to do so.

Professor Cushing inquired about the results of 21CP's work with Harvard University. The answer was the production of a robust,100-page report on how they could improve collaboration. Yale experienced siloed departments. For example, their departments of public safety and mental health were physically adjacent to each other yet the two rarely interacted or communicated. Now the two are collaborating around the issue of public safety and student care. They are at the table together to re-imagine public safety. Harvard contacted them to re-imagine their public safety. 21CP walked them through the establishment of a community advisory board. They developed new methods of care, health, and community response. 21CP implemented new short-, medium- and long-term planning as well as cross-collaborative efforts with action steps. The University of Southern California developed a community advisory board. They identified the owners and stake holders to determine how recommendations were driven forward and where changes were happening.

Professor Modrak commented that NCID (National Center for Institutional Diversity) held a session on policing at universities. Most community policing at universities began in the 1990's. They saw the students as consumers and the campus was their playground. Most campus crime was committed by white students against property, and there were many cases of sexual misconduct. The citizens of the surrounding city or town were the focus of investigations. Professor Modrak also asked who oversees the Department of Public Safety and Security. (The Executive Director of the Department of Public Safety and Security reports directly to the President of the university). The community surrounding the campus is important. Who are the stakeholders who receive information from DPSS? One group assessed were the people from the community who come to UM facilities for health care. DPSS works with the Ann Arbor Police Department to obtain previous information.
21CP was not invited to UM to collect data but rather to analyze data already connected.

Professor Atzmon asked whether the students were being engaged. As of March, the answer was no. 21CP said there was not enough engagement from the students, and at the moment there was a limited campus body. They have spoken to organized student groups, such as student body advisory boards who represent their constituencies. Professor Villalobos-Ruminott

commented that previously there was a student strike and that international students brought issues to the attention of the administration. Students also advocating for defunding the police. According to 21CP UM has a relatively small number of international students. Carnegie-Mellon has a large contingent of international students and many would like to see more armed officers on campus, yet some others would not. They worked to collaborate with international students as a group. According to the CIO, unarmed officers are reaching out to coordinate with groups.

21CP takes a top to bottom comprehensive approach to serving its clients. They have worked with 360 departments and looked at immediate responses to immediate needs. Their clients now know more about technology and cross-collaboration. They did not conduct a 360-degree assessment; they did not look at accountability, case studies across time, nor complaint systems. Chair Pedraza commented that a lot was left out, but Jessica Drake responded that they did what we asked them to do. Alex P commented that DPSS had done lots of work prior to hiring 21CP and were not beginning from scratch.

3:50 Committee on Anti-Racism Proposals – Professor Dinesh Pal and Secretary Deirdre Spencer: Professor Pal presented information on the South-Asian caste system and answered questions on the documents submitted which addressed anti-caste discrimination as well as anti-Chinese and other southeast Asian discrimination language. Professor Pal stated that caste was not confined to only one religious' group, although it is most widely associated with the Hindu religion. The caste system is practiced across all religious groups, including among Muslims. It is associated with northern India but occurs in Pakistan, and other countries also, as they used to all be one nation. He also mentioned discrimination against people based on skin color or colorism. People of fairer complexion are considered superior to their darker-complexioned counterparts. Secretary Spencer mentioned that anti-colorism was successfully challenged during the civil rights movement in the United States. One person mentioned examples of caste-based discrimination which she has observed over time such as higher caste members refusing to attend a tenure and promotion celebration in Ann Arbor for a person of lower caste. Also, during a coop housing arrangement, those of a certain caste did all the cooking while those of the higher caste cooked nothing and were only to be served.
SACUA voted and unanimously passed the language submitted by the Committee on Anti-Racism (CAR) which protects against discrimination based on caste and based on Chinese and southeast Asian origin.

4:05 Clinical Faculty Working Group Background (Allen Liu & Durga Singer) On behalf of the Clinical Faculty Working Group, Past Chair Liu and Vice Chair Singer presented the topic of tenure track clinical faculty representation in faculty governance. The working group recently visited SACUA and Senate Assembly to 1. consider their representation in faculty governance and senate assembly, 2. The impact of broader changes to DEI as many of the clinical faculty are people of color and women. 3. The significant increase in the number of seats in Senate Assembly. The inclusion of clinical faculty would mean that they would be eligible for service on Senate Assembly and SACUA.
This is a beginning point, not an end. It is about more than just clinical faculty but a much bigger change to include all faculty within the faculty governance process. According to Vice Chair Singer, the committee looked at their top peer institutions and most included all faculty within faculty governance. Michigan was an anomaly. In the Big Ten we are different, elitist. Professors Cushing and Villalobos-Ruminott agreed. Professor Toyama explained his document as being more democratic in its approach to include all faculty. There are 1000 clinical faculty at Michigan Medicine alone. LEO has over 1000 non-tenure track faculty. (Although it might not be the best to have decisions regarding tenure and promotion made by people who do not go through the process)
Professor Toyama states that Senate Assembly and SACUA represent the entire faculty, yet we do not have the right structures in place to accommodate them all. We should have 4 parallel structures: Flint, Dearborn, Michigan Medicine and Ann Arbor, sans Michigan Medicine. There would be 2 structures at the top to draw from. We would establish norms or rules regarding who votes. We cannot pretend that the entire faculty is fairly represented.

Atzmon said we need to be careful regarding the implications that greater representation will have for the structure and composition of SACUA.

Prof. Liu said Flint and Dearborn chancellors reached out to him saying that the regional campuses should not be voting on affairs of the Ann Arbor campus. Faculty Senate has no power but rather soft power on Senate Assembly.

His statistics say there are 1200 Leo faculty and 1500 clinical faculty.

Professor Modrak recommended that more students meet with SACUA. She pointed out that in the Penny Stamps School of Art and Design, Lecturers don't attend meetings and they don't engage in service activities, nor do they publish a great deal. They don't go through tenure and promotion. Vice Chair Singer said that the clinical track faculty career path more closely resembles that of tenure track faculty because they must engage in teaching, research and publication for promotion.

Chair Pedraza stated that 85% of the clinical faculty are in the Medical School. Lecturers are unionized so one needs to be careful with including them in the Senate, since their having a union could mean that the tail could end up wagging the dog. However, they do so much teaching, and their voices should be heard, so we should communicate well with them.

Professor Cushing disagreed that there being a union could present problems, saying that there are different kinds of representation, and what their union looks after is just their salary and benefits, but they could be part of the discussion on teaching.

Professor Atzmon said that unionization and faculty senate are not mutually exclusive. The College of Engineering doesn't allow Lecturers, Deirdre, doesn't allow Lecturers where? They do use them for teaching, no? Not clear. but they do have professors of practice.

Vice Chair Singer reminded the group of the 2006 clinical review report which added librarians to faculty governance but not clinical faculty.

Professor Liu spoke with many other chairs at BTAA (Big Ten Administrative Alliance) and other venues, and their view was that if you are in a union, you could not be a part of faculty governance. The University of Minnesota has a faculty, staff and lecturers' group. This point needs to be clarified, I think.

The question also arose regarding how could a small group be represented on Senate Assembly? Professor Modrak said that clinical faculty would grow but SACUA wouldn't grow. Chair Pedraza expressed that she liked the idea of keeping SACUA to 9 members (like the Supreme Court). She suggested that the 9 members could be distributed differently than now – e.g., 2 members could come from LSA, 1 clinical faculty member, and 1 professor of practice from the College of Engineering.

It was recommended that a sub-committee be formed to work on this. Bill Schultz and Ella Kazerooni along with a few representatives from RPP, the Rules, Practices, and Policies Committee that has already been working on this, together with representatives from SACUA, which would include Professor Toyama, Vice Chair Singer (who is already on the Clinical Faculty Working Group), Professor Liu, and Professor Cushing to represent the regional campuses. The Sub-committee would meet over the summer

SACUA voted unanimously to approve the formation of this subcommittee.

4:35   SACUA Retreat Planning - Chair Pedraza and Vice Chair Singer would like to propose a SACUA retreat at the end of summer or the middle of fall term, at the Matthaei Botanical Gardens. We would like to wait for the hiring of the new FSO Director so that he or she could attend.

4:40   Summer Meetings (COVID planning) – Might we need to have them? Possibly.

4:45   Matters Arising – We heard from Professor Colleen Conway that ECRT has for the 3rd or

4th consecutive time cancelled on meetings with faculty governance representatives at the very last minute. ECRT sets the agenda for these meetings. Professor Conway recommended that there be an official advisory group to ECRT this year so that ECRT can take seriously their obligation to meet with faculty. Elizabeth Seney of ECRT is trying to do away with meetings and committees. Professor Toyama said that it is written in the Regents bylaws that we can call for a meeting and they must show up.

In our forthcoming meeting with the new Provost, Chair Pedraza suggested that we ask interim Provost Laurie McCauley how her experience as dean prepares her for her role as provost. Professor Modrak suggested that we have key topics to bring to her attention, such as sending her the full report regarding sexual misconduct and the syllabus insert for her to look at prior to the meeting. Chair Pedraza noted she will receive the Work Connections Working Group final report before our meeting with her.

Professor Liu commented that the provost's relation to Work Connections has to do with the fact that teaching is the work performed by faculty, and the provost is the chief academic officer of the university.

SACUA decided it would be best to begin with to try to fix what is broken – i.e., for Professor Conway to reach out to VP Strickman on behalf of the Title IX Committee, letting her know what has happened, as the work of that committee needs to be ongoing. If in the Fall semester the situation does not improve, then SACUA would be justified in creating a Senate Assembly Committee to deal with this matter.

Professor Modrak asked how the SACUA agenda is planned. She was told that there was a planning group that meets regularly to organize the agenda, consisting of the Chair, Vice Chair, Immediate Past Chair, FSO Director, and FSO Coordinator. She was told that matters are brought to the attention of the chair on a regular basis, and that sometimes there is former business that needs to be attended to that was pushed to a subsequent meeting, such as the CAR vote today. Professor Modrak said that she wanted a 15–20-minute time slot during a SACUA meeting to discuss future goals.

5:00   Adjourn The meeting adjourned at 5:05pm

Upcoming Meetings

SACUA
May 23, 2022

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."