



## Rules, Practices and Policies Committee Minutes

February 22, 2022, 10:00 to 11:00 via Zoom

Circulated:

Approved:

Present: Larry Gant, Meredith Kahn, Ella Kazerooni (Co-Chair), Ishana Maitra, Bruce Maxim, John Pasquale, Bill Schultz (Chair), MaryJo Banasik (Faculty Senate Office)

Absent: Kate Barald, Donald Freeman (SACUA Liaison), Kristen Verhey

10:03 Co-Chair Bill Schultz called the meeting to order

The committee referred to the [interim report](#) submitted by the Clinical Faculty Working Group (CFWG). Committee members reviewed the CFWG's recommendations. It was noted that faculty governance has been mostly for tenure-track faculty, and that the report notes that UM is the only institution in the Big Ten that does not have clinical faculty represented.

Member Kahn noted that recommendation 3 would require a change to the Regents Bylaws. It was noted that the Regents would likely go along with a request to revise the Bylaws. Member Maxim noted that as long as the chancellor defends a change, then it would move forward for Dearborn. It was noted that Faculty Senate must approve any requested changes to the Bylaws.

A timeline was discussed to get approval from Senate Assembly and Faculty Senate of a requested change to the Regents Bylaws. Faculty Senate Office Director Banasik noted that Faculty Senate typically meets annually in the fall. Senate Assembly approval could potentially be requested at the last meeting of the academic year, or at the first meeting in the fall prior to the Faculty Senate meeting.

Committee member Maxim noted that lecturers at the rank of 3 and 4 and clinical faculty are permitted to vote in faculty governance on the Dearborn campus, but not in Senate Assembly.

Chair Schultz inquired about whether Flint and Dearborn faculty are adequately represented in Faculty Senate. Member Maxim indicated that approximately 125 lecturers are not represented. He noted that lecturers tend to be highly represented by women, sometimes by choice and sometimes by institutional bias.

The committee discussed biases against spousal hires who are hired on the tenure track, especially those where the "trailing" spouse is hired on the clinical track. There were comments from members indicating that the "trailing" spouse turned out to be more meritorious.

Co-Chair Kazerooni noted that the tenure bar continues to go up for tenure-track faculty. She noted that in years past some clinical faculty would have been on the tenure track. Some clinical track faculty choose clinical track over tenure track due to the pressures of being on the tenure track. The clinical track has grown to be more robust over time.

Co-Chair Schultz inquired about how many faculty in the Medical School are creeping up to the ten-year point prior to achieving tenure. Co-Chair Kazerooni responded that this number has likely increased due to the pandemic.



Co-Chair Schultz mentioned that some past SACUA chairs had expressed reservations about clinical faculty joining the Faculty Senate. Member Maitra asked Co-Chair Schultz to identify these concerns. Co-Chair Schultz indicated that currently LSA and the Medical School are equal in representation, but adding clinical faculty would essentially double representation of the Medical School. Co-Chair Schultz noted that if lecturers are included, this could balance the inclusion of clinical faculty.

Member Kahn stated that if the goal is for Faculty Senate and Senate Assembly to better represent faculty, then the distribution will change.

Member Maitra asked whether the Faculty Senate represents faculty or the university. Member Maxim indicated that students have their own governance bodies.

Co-Chair Schultz inquired about whether the preference is to include those who have an expectation of permanence in their position. He asked how many clinical faculty and lecturers are temporary. It was noted that Lecturer 3s and 4s tend to be around longer. Member Kahn suggested tabling the conversation about lecturers until the group has received the report on lecturers.

Member Pasquale asked why all members of the faculty shouldn't be included in Faculty Senate. He indicated that everyone with instructional, research, or librarian roles should be included.

Co-Chair Kazerooni agreed with Member Pasquale. She noted that some people work in lecturer roles for strategic reasons. Sometimes the lecturer pathway is used to help faculty to be successful.

Co-Chair Schultz made assignments to subcommittees, which are available on a [google sheet](#), as follows:

Charge 1 Electronic Voting and Meetings: Meredith Kahn, Ishana Maitra

Charge 2 Membership: apportionment (including campuses), curators, archivists, emeritus: Bruce Maxim, Kate Barald, Bill Schultz – volunteers also include Meredith Kahn

Charge 3 Clinical: John Pasquale, Ella Kazerooni, Kristen Verhey – volunteers also include Bruce Maxim

Charge 4 LEO: Bill Schultz, Larry Gant

Co-Chair Schultz noted that the first person assigned to each group is responsible for getting their group together.

10:59 Meeting Adjourned.

Respectfully submitted,

MaryJo Banasik  
Faculty Senate Office