

Minutes: December 5, 2022  
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THE UNIVERSITY OF MICHIGAN  
Senate Advisory Committee on University Affairs  
Monday, December 5, 2022, 3:15  
The Hybrid meeting was held at 1100 Ruthven and virtually via Zoom

In Person Attendance: Chair Predraza, Professor Braun, Professor Liu, Professor Toyama, Professor Villalobos, FSO Director McCarthy, FSO Coordinator Vandenberghe, FSO Coordinator Marshall, Secretary Spencer

Virtual Attendance: Professor Atzmon, Professor Cushing, Professor Modrak, Professor Villalobos.

Guests:

Press:

Jeff Bleiler – *The University Record* -- Virtual

Miles Anderson – *The Michigan Daily* – In person

Yu-Hsin Chen -- *The Michigan Daily* – Virtual

3:15 – Chair Pedraza called the meeting to order at 3:19. The minutes of 11/28/22 were approved with a minor correction of spelling ‘Villalobos’.

3:20 – Chair’s Update – Professor Durga Singer resigned her position on SACUA to avoid the appearance of a conflict of interest, in light of her promotion to Assistant Dean of Tenure Track Faculty at the Medical School. She will be missed.

The Chair has been on a committee interviewing applicants for the Ombuds position. The Chair and FSO Director were asked to review and comment upon a video entitled “Building a Culture That Thrives: Preventing Retaliation.” The video was developed by Christine Gerdes, Counsel to the Provost’s Office and Sonya Jacobs, Chief Organizational Learning Officer and Director of Faculty and Leadership Development at the University of Michigan Medical School. – The presentations in the film were made by former faculty Ombuds, and were based upon the four principles of confidentiality, independence, informality, and impartiality.

3:30 – FSO Director’s Update – The article regarding the passing of Chandler Davis was drafted by members of the DMN committee to be sent to *The Record* for publication in the “Faculty Perspectives” column. SACUA unanimously approved the article.

Professor Damani Partridge will be returning to SACUA following his sabbatical. Professor Atzmon will be retiring and stepping down from SACUA. SACUA will need to fill the positions vacated by Professors Atzmon and Singer.

3:35 -- A proposed process to fill the SACUA vacancies was presented by Director McCarthy. The proposal was the same procedure as last year: to fill the current SACUA vacancies by soliciting volunteers from Senate Assembly membership. After discussion, the presented proposal was modified to provide more time for nominations to be

submitted. While the proposed version would have ended the nomination period prior to the holiday break, the revised version keeps the nomination period open through the first week of January. Moreover, SACUA members were not in favor of offering candidates the option of making a video statement, since this could cause other candidates to feel pressure to make a video statement as well. SACUA therefore voted to approve the proposal with the modification that (1) video statements will not be an option and that (2) the dates would be changed to the following:

- Nominations are due to the FSO by noon on January 6<sup>th</sup>.
- Candidates will be asked to provide written statements by the morning of January 10<sup>th</sup>.
- Voting will take place via Simply Voting from noon on January 10<sup>th</sup> through noon on January 13<sup>th</sup>.

Nominations will be taken from the floor during the next Senate Assembly meeting on December 12<sup>th</sup>.

Volunteers are solicited among SACUA members to serve as Vice Chair, which is a position now vacant following the departure of Durga Singer. Members were asked to email the FSO if they are interested. An e-vote would then be set up between SACUA meetings to elect a replacement Vice Chair from the interested candidates.

A review of the FSO budget revealed that money has been saved this year. As a result, Director McCarthy intends to use FSO funds to help fund, as a one-time expenditure, a speaker or event for CAR (the Committee on Anti-Racism) this year.

## EXECUTIVE SESSION

3:45 -- Discussion ensued regarding the restructuring of the Faculty Senate to include Clinical Faculty and Lecturers. During the Winter 2023 term, voting would take place within SACUA, Senate Assembly, and University Senate regarding these matters – Executive Session

4:15 – A vote was taken approving the agenda for the December 12<sup>th</sup> Senate Assembly meeting.

4:25 – Director McCarthy forgot to attach three committee charges for SACUA approval to the email with the meeting materials. Hence, those charges will be emailed to SACUA after the meeting. An e-vote will be set up on whether to approve them.

4:30 – A discussion of the monograph *Unraveling Faculty Burnout: Pathways to Reckoning and Renewal* by Rebecca Pope-Ruark. – The author had taught at an R1, liberal arts, high quality institution, and she conducted interesting interviews with other faculty. Points included definitions of burnout as feeling overwhelmed, depressed, disengaged from work. The author underscored that the structure of rewards for success in academia is such that faculty engage in constant production and never feel a real sense of accomplishment. The author adjusted herself and her approach to the status quo, which led to her feeling burned out and leaving higher education for, instead, working on faculty development. The author recommended a culture change or shift,

though she did not give sufficient advice on how to obtain that.

5:00 – The meeting adjourned at 5:08

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 policies 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."