



Student Relations Advisory Committee (SRAC)

Advisory to: Martino Harmon, Vice President for Student Life

Committee Chair: Professor Gina Cervetti, LSA

SPECIFIC CHARGE 2020 – 2021

1. Discuss student mental health needs, including how faculty may be responsive.
2. Discuss response to requests for accommodations stemming from impacts from COVID-19, such as complications arising from financial hardships for students, personal illness, familial illness, and other complications due to COVID-19.
3. Discuss ways to develop and maintain a collaborative relationship to proactively engage in conversations across the campus community about topics of concern and import to a healthy campus social climate.



GENERAL CHARGE FOR STANDING SENATE ASSEMBLY COMMITTEES

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Secretary of the University Advisory Committee (SAC)

Advisory to: Sally Churchill, Vice President and Secretary of the University

Committee Chair: John Pasquale, School of Music, Theatre & Dance

SPECIFIC CHARGE 2022 – 2023

1. Discuss the Regents' and the President's priorities for 2022-2023.
2. Provide faculty feedback on issues and policy matters of university concern of high priority such as, but not limited to sexual misconduct policy, climate change and carbon neutrality, and budget matters.

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Rules, Practices and Policies Committee (RPP)

Committee Co-Chairs: Professor Ella Kazerooni and Professor Bill Schultz

Preamble: The Rules, Practices and Policies (RPP) Committee has been reconstituted to address specific issues that have arisen or been exacerbated as a result of conditions brought about by a global pandemic. The first item concerns the University senate Rules and the meeting needs of faculty governance bodies in the context of available technology and remote participation. The remaining items in the charge reflect an ongoing interest of clinical faculty, lecturers, and emeriti faculty to have representation in central faculty governance in some capacity.

Specific Charge 2022-2023

1. Review the University Senate Rules, last revised September 2021, and make recommendations for revisions to the Rules as needed in light of the use of technology that facilitates remote participation in Faculty Senate and Senate Assembly meetings.
2. Define criteria for faculty senate membership looking at how research track faculty and librarians were included in the faculty senate and possible representation in Senate Assembly in lieu of Faculty Senate membership.
3. Review information assembled by the Clinical Faculty Working Group as described in their Charge.
4. Review information assembled by the Lecturers' Employee Organization (LEO) as described in the Charge to LEO.
5. Develop recommendations and a report concerning representation of additional non-tenure track faculty groups (i.e. clinical faculty, lecturers, etc) in Faculty Senate and/or Senate Assembly.



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Research Advisory Committee (RAC)

Advisory to: Rebecca Cunningham, Vice President for Research

Committee Chair: Yulia Sevryugina, University of Michigan Library

SPECIFIC CHARGE 2022 – 2023

1. Provide input on continuing plans for research operations in the post-COVID-19 environment.
2. Support the development and implementation of recommendations for DEIA-informed policies and practices in research in partnership with other organizations on campus.
3. Engage with internal university structures (e.g., Library, IACUC, RDPS, IRBs) that support research across all three campuses to address challenges as needed and as time allows.
4. Consider how both internal and external partnership may facilitate faculty engagement in [U-M Office of the President Initiatives and Focus Areas](#).
5. Address other issues brought forward by the committee members and deemed important for the committee to discuss with the VP for Research.

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Medical Affairs Advisory Committee (MAAC)

Advisory to: Marschall Runge, Executive Vice President for Medical Affairs

Committee Chair: Analisa DiFeo, Medical School

SPECIFIC CHARGE 2022 – 2023

1. Discussion on the progress of call centers.
2. Discussion about how Michigan Medicine is addressing childcare assistance.
3. Reevaluate our success in addressing faculty and staff burnout.
4. Obtaining compensation parity to maintain and recruit top-tier faculty.

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Information Technology Committee (ITC)

Advisory to: Ravi Pendse, Vice President for Information Technology and Chief Information Officer

Committee Chair: Heather O'Malley, Medical School

SPECIFIC CHARGES – 2022 - 2023

1. Continue to consider issues of Diversity, Equity, and Inclusion (DEI) in terms of service, delivery, and technical assistance and provide best practices for IT resources and their effective use for new project development among diverse populations on campus.
2. Identify financial, real, and perceived disconnects, deficiencies, and inequities in the populations on U-M campuses that are least served and need additional IT support to support faculty in-person and online instructional needs.
3. Consider best practices for faculty voting via online platforms (e.g., during Zoom meetings) to encourage expanded participation while still preserving secrecy and security of the vote.
4. Review whether the university's implementation of "CrowdStrike Falcon" raises any privacy concerns.

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Government Relations Advisory Committee (GRAC)

Advisory to: Chris Kolb, Vice President for Government Relations

Committee chair: Ruth Person, UM-Flint, School of Management

SPECIFIC CHARGES 2022 – 2023

1. Discuss strategies to advance the civic engagement of UM faculty, students, and staff.
2. Review current and projected state budgetary priorities, especially relevant to higher education. Discuss Michigan's state budget and identify its impact on the University.
3. Analyze and summarize community issues (local, state, regional...) relevant to campus and to the University community.

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General Counsel's Advisory Committee (GCAC)

Advisory to: Timothy Lynch, Vice President and General Counsel

Committee Chair: Rogério Pinto, School of Social Work

SPECIFIC CHARGE – 2022 – 2023

1. Free speech issues, legal protections.
2. Academic integrity in the virtual environment, protection of intellectual output.
3. The role and philosophy of the OGC, how it views input from faculty, and how it uses such input. Examples of implementation of input from faculty?
4. Steps taken to improve the climate on campus and, in particular, tackle sexual misconduct: <https://publicaffairs.vpcomm.umich.edu/sexual-misconduct-prevention/>. What might the University consider doing differently?
5. Based on the OGC's philosophy, how would it view the social, cultural, and monetary cost of sexual misconduct within the university environment?
6. Clarification/rationale for using external law firms to help with the legal work generated by the university.
7. Issues concerning background checks for staff and faculty. What are the differences between staff and faculty? History of how/when we started conducting background checks? How is background check used by the university?

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Financial Affairs Advisory Committee (FAAC)

Advisory to: Geoffrey Chatas, Executive Vice President and Chief Financial Officer

Committee Chair: James Gulvas, University Library

SPECIFIC CHARGE – 2022 – 2023

1. Provide advisory consultation to review mechanisms/processes that ensure accountability and transparency in the use of academic resources: e.g., student fees, tuition revenue, endowments.
2. Discussing support for environmental sustainability.
3. Consider the impact of budget decisions on DEI initiatives.
4. Consider Building, Facilities, and Infrastructure issues as determined by the Vice President and the committee.



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Davis, Markert, and Nickerson Academic Freedom Lecture Committee (DMNC)

Committee Chair: Professor Stefan Szymanski, Kinesiology

SPECIFIC CHARGE 2022 – 2023

The committee will identify a speaker for the 2023 DMN Lecture as well as identify academic interactions and activities for the university community to engage with the speaker.

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Development Advisory Committee (DAC)

Advisory to: Tom Baird, Vice President for Development

Committee Chair: Karen Downing, Social Sciences and Clark Library

SPECIFIC CHARGE – 2022 - 2023

1. Support and advise OUD on faculty involvement in university development activities.

- Discuss and document the fundraising roles of OUD and unit-level fundraisers
- Understand and broadly communicate how DAC can help improve broad faculty feedback into the University's fundraising activities.
- Surface the current mechanisms for faculty input/collaboration in fundraising priority-setting, and determine if new mechanisms are needed.

2. Demystify the fundraising process, including priority-setting and donor/funder cultivation processes.

- Collaborate with OUD to repurpose their “demystifying fundraising” presentation to increase faculty understanding of development processes
- Communicate processes/mechanisms to faculty broadly
- Determine if new fundraising mechanisms/tools for faculty input are needed.



- Make suggestions to SACUA/Faculty Senate if new mechanisms are necessary

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Committee on Oversight of Administrative Action (COAA)

Committee Chair: Donald Likosky, Medical School

SPECIFIC CHARGE 2022- 2023

1. Evaluation of Deans and Department Chairs

- a. Critically review processes (and their strengths and weaknesses) across UM Schools, Departments and campuses
- b. Recommend specific modifications to existing workflows to enhance review processes and address persistently low evaluation scores

2. Evaluation of processes for UM employees experiencing harassment and retaliation

- a. Recommend specific modifications to existing processes to enhance objectivity, fairness to all parties, and resources available to UM employees
- b. Recommend specific modifications to faculty grievance resources (e.g., transitioning the grievance form to an electronically available portal on the Academic Human Resources website) to enhance their availability

The COAA strives to advance these two charges in collaboration with other SACUA Committees.

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Committee for Fairness, Equity, and Inclusion (CFEI)

Committee Chair: Nicolai Lehnert, LSA, Chemistry

SPECIFIC CHARGE 2022-2023

1. **Developing metrics for inclusion and campus climate:** in order to improve campus climate, we need to identify data-driven ways to quantify and measure campus climate. That will allow us to track campus climate and assess our successes and misses in this regard going forward, and to take counter measures. This work was started in the previous year and needs to continue. In the previous year, the committee asked the office of Equity, Civil Rights, and Title IX Office (ECRT) for similar reporting for title VII (civil rights) as it does with title IX protections. There is reporting for title IX but not discrimination.
2. **Developing tangible goals to improve representation and campus climate for DEI 2.0:** it will be very important for the university to set hard targets as part of DEI 2.0, which is a part that was left out in the first DEI plan. The fact that no tangible goals were set in the first DEI plan left many wondering how serious we really are when it comes to improving diversity, inclusion and campus climate. The committee can make a key contribution here, by identifying areas where targets should be set, and making suggestions what these targets could/should be. This connects directly to the first charge.
3. **Tri-campus fellowship proposal:** The committee begun work towards a proposal that would allow for students and faculty to access resources between campuses towards inclusion, but more work is necessary in this area.

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Committee on the Economic and Social Well-Being of the Faculty (CESWF)

Committee Chair: Yasmina Laouar, Medical School

SPECIFIC CHARGE 2022 – 2023

The committee has agreed to invest efforts to achieve the following goals:

1. Establish faculty governance in the classroom: The goal from this effort is to move from a centralized governance to a localized governance model in which the decision of instruction mode is delegated to department/specialty and their faculty.
2. Protect faculty from student's retaliation: The goal from this effort is to identify policies to protect faculty from student retaliation over teaching topics, teaching styles, or unsatisfactory grades.
3. Re-examine the trajectory of faculty salary per gender/race: The goal from this effort is to provide data on faculty salary equity to examine trends in compensation by gender, rank, and department/specialty at the institution level.



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Committee on Anti-Racism (CAR)

Committee Chair: Dinesh Pal, Medical School

SPECIFIC CHARGE 2022 – 2023

1. Serve as a body to identify ways in which University, College, or other institutional policies contribute to structural racism and identify ways to change policies to promote anti-racism.
2. To guide and recommend to SACUA and the Senate priorities for University policies that support anti-racism.
3. Serve as a body to whom racist policies and practices experienced by faculty can be reported. Collect data on faculty reports of racism.
4. Identify and share best practices for responding to racism experienced by faculty of color, working with other units on campus as appropriate.
5. Sponsor at least one public anti-racism event per year (workshop, art performance, talk or paper, panel discussion, etc.).

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Communications Advisory Committee (CAC)

Advisory to: Kallie Michels, Vice President for Communications

Committee Chair: Cliff Lampe, School of Information

SPECIFIC CHARGE – 2022 – 2023

1. Advise the new university administration on how to effectively communicate with faculty members.
2. Assess the communication needs of faculty and communicate those to the administration, including topics, methods, and channels.
3. Consider the best practices to ensure and facilitate fairness, equity, and inclusion in university communications.
4. Address other issues brought forward by the committee members and deemed important for the committee to discuss with the VP for Communications.

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Academic Affairs Advisory Committee (AAAC)

Advisory to: Laurie K. McCauley, Provost and Vice President for Academic Affairs

Committee Chair: Priti Shah, LSA/Psychology

SPECIFIC CHARGE 2022 – 2023

1. Supporting the Provost and providing faculty perspectives on any matters arising and also communicating to the faculty the provost's perspective. In particular, two areas of interest that the Provost and Committee Chair have identified are as follows:
 - Supporting student success, including their mental wellbeing, through examining relevant data that the Provost's Office has already received in order to help derive recommendations.
 - Examining how the faculty could further assist in promoting a professional, positive, and respectful environment on campus that supports a constructive exchange of alternative ideas, perspectives, and experiences.Other topics will be proposed by the Provost and/or the Committee Chair when generating the agenda for monthly meetings.
2. Ongoing discussion about ECRT—understanding how it differs from OIE and ensuring that there are protections for complainants re: fear of retaliation. Supporting the idea of enhancing the Office of Ethics, Integrity, and Compliance so it is more robust and more attentive to faculty needs.
3. Consideration of increased faculty workload due to joint appointments, digitization, lack of clerical support, and additional student demands of COVID-19.
4. Discussion about the administrator evaluation process, including faculty engagement/input during administrator reviews.

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Administrative Evaluation Committee (AEC)

Committee Chair: Professor Semyon Meerkov, Engineering

SPECIFIC CHARGE 2022 – 2023

- Develop and jointly with the ITS team implement a method for evaluating the impact of AEC surveys on UM administration operation.
- Develop and jointly with the ITS team implement the steps for increasing faculty participation in AEC surveys.
- Jointly with the ITS team, continue improving and extending the poll infrastructure (e.g., including the evaluation of associate department chairs and academic associate deans)
- Jointly with the HR personnel, resolve the issue of evaluating department chairs with no regentially approved appointments.
- Jointly with the Office of General Counsel personnel, clarify the issue of AEC surveys with regard of potential FOIA requests.