Minutes December 12, 2022
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THE UNIVERSITY OF MICHIGAN
Senate Assembly
Monday, December 12, 2022, 3:15
The Hybrid Meeting was held in 2000 Ruthven, University Hall, and via Zoom

Virtual Attendees:
Lindsay Admon, Michael Atzmon, Joshua Bergmann, Jonathan Brennan, Amanda Brown, Allen Burton, Mihai Burzo, Clifford Cho, Simon Cushing, Aileen Das, Ivo Dinov, Francine Dolins, Daniel Drake, August Evrard, Margherita Fontana, Christopher Friese, Anouck Girard, Hollis Griffin, Seth Guikema, Gary Hammer, Daniel Hertz, Min-Hui Huang, Luke Hyde, Inderjit Kaur, Shake Ketefian (nonvoting), Ashley Lucas, Suresh Madathilparambil, Emmanuelle Marquis (alternate), Bruce Maxim, Rebekah Modrak, Karin Muraszko, Mojtaba Navvab, Chinedum Okwudire, Dinesh Pal, Derek Peterson, Nicholson Price, Kaitlin Raimi, Venkatram Ramaswamy, Alexander Rickard, Sara Soderstrom, Quentin Stout, Gregory Teachout (Provost's Office, nonvoting), Alex Yi, Bradley Zebrack

In-person Attendees:
Tom Braun, Paul Fossum (Parliamentarian, nonvoting), Christine Gerdes (Provost's Office, nonvoting), Cliff Lampe, Allen Liu, Ann Marshall (FSO, nonvoting), Luke McCarthy (FSO, nonvoting), Vilma Mesa, Silvia Pedraza, Andre Monteiro Da Rocha, Deirdre Spencer (Secretary, nonvoting), Eric Vandenberghe (FSO, nonvoting), Sergio Villalobos

Guest Presenter:
Laurie McCauley, Provost and Executive Vice President for Academic Affairs – in person
Guests: Special Counsel to the Provost, Christine Gerdes – in person

Press:
Katherine Kelton -- *University Record*, nonvoting, virtual

3:21 -- Call to Order: The Chair called the meeting to order at 3:21. The Minutes from November 14,2022 were approved. / Announcements

3:25 -- Committee Charges – A vote was taken to approve changes to the committee charges for: (1) the Committee for the Economic and Social Well-Being of the Faculty (CESWF), (2) Government Relations Advisory Committee (GRAC), and (3) Development Advisory Committee (DAC). The charges were provided to the Senate Assembly in advance. After discussion, the Senate Assembly approved, by unanimous consent, to revise the CESWF charge where it states, "instruction mode is delegated" to instead state "instruction mode of delivery is delegated." Following that modification, the Senate Assembly voted on whether to approve all three charges, including with the CESWF charge revision. The results of the VOTE were 38 YES – 0 No votes – 2 Abstentions.

3:35 -- SACUA Vacancy Election Process and Nominations from the Floor – VOTE
A vote was taken to approve the nomination process, as submitted to Senate Assembly in advance, to fill two vacancies on SACUA. Due to the current membership on SACUA, neither vacancy can be replaced by faculty from U-M Flint, Public Health, Stamps, or Information (including the Library). Moreover, members from LSA and Engineering may only replace one vacancy. Nominees were to originate from the Senate Assembly to expedite the process. This was a procedure followed last year for expedited filling of seats. A question was asked regarding Conflict of Interest on the part of the Chair if she votes. She replied there was no Conflict of Interest since the process to fill the vacancy being followed was the same as previous years' – it was the standard operating procedure.
A vote was taken to approve the process, the results of which were the following: 39 YES, 1 NO, 0 Abstentions.
Nomination letters are to be accepted by the Faculty Senate Office through January 6, 2023. No video submissions are requested. Voting will be available from January 10 -13, 2023, and the Secretary will report the results on the 13th.

4:05 – Pre-Guest Discussion of Faculty Mental Health:
SACUA members read the book *Unraveling Faculty Burnout: Pathways to Reckoning and Renewal* by Rebecca Pope-Ruark. (Johns Hopkins University Press, 2022) and recommended it to the provost.
According to the author, faculty suffer from: (1) exhaustion and feeling overwhelmed. (2) cynicism and detachment from job; (3) feelings of lack of accomplishment and ineffectiveness; high expectations that are relentless; and (4) faculty burnout leads to depression.
A faculty member who studies burnout in nurses found a correlation between stressors and increased administrative demands. That report may be circulated to Senate Assembly members.

U-M DEI statistics reported 20% of faculty, 20% of staff, and 40% of students report negative mental health outcomes. Faculty need assistance in how to help others. Inviting author Rebecca Pope-Ruark to speak to Senate Assembly or Faculty Senate was suggested.

Mental stressors include care giving for those who are engaged with elder care and could use support; childcare would also be very helpful; parents with special needs children are under particular stress. Pregnancy, childbirth, and fertility issues can have an effect on mental health. Michigan Medicine now will have childcare through a third party. Perhaps this can become a model for central campus. COVID, childcare, and trying to restore a sense of normality when COVID is still with us is challenging.

Departmental culture can foster toxic work environments. There could be a shift in departmental culture. Departments vary regarding faculty seeking help. Some faculty are advised to seek help while others are discouraged to do so.

4:30 – Guests: Provost Laurie McCauley and Special Counsel Christine Gerdes
Topic: Provost Updates and Faculty Mental Health
Introduction. The provost enjoys working with and meeting faculty from all over campus. She was recently in London visiting Michigan Alumni, the largest UM alumni organization in Europe. She even encountered a student of hers from 25 years ago.

The provost's presentation was made with faculty input. Faculty are stressed because students are stressed.

1. Rackham Dean Mike Solomon, in partnership with Vice President for Student Affairs Martino Harmon, are leading a student -focused effort on student success.
Data points include graduation rates. For the analysis, they created sub-groups, such as first gens, Pell Grant recipients, and other underrepresented groups. How can we make them successful? Data will be better in the future.

2. Budget: A Faculty Budget and Finance Taskforce is being formed. Units will suggest names for the taskforce.
She requests that we please let faculty colleagues know that this is taking place. This is in regard to the General Fund and will serve as a conduit between the academic units and the Provost's Office. One goal is to create opportunities for faculty to develop leadership.

 3. SPG 201.96 Professional Standards for Faculty, links with mental health, conduct and misconduct could be reported to ECRT. Moving forward we are looking at professional standards at peer institutions. We want to clarify the processes for dealing with breaches at all levels of the university so that all may thrive.
Rebecca Pope-Ruark's book *Unraveling Faculty Burnout* was referenced. Feeling overwhelmed at a personal and systemic level is a badge of honor in academic environments.

President Ono, and the provost in the All Chairs meeting use Jam board for brainstorming. SACUA challenges our leaders to provide needed tools for helping faculty, staff, and students' mental health. UM adheres to the Okanagan Charter, a collaborative among colleges and universities which promote health.
https://record.umich.edu/articles/u-m-joins-u-s-network-of-health-promoting-universities/

We can take a preventative, positive approach addressing: 1. Protect 2. Connect 3. Work life harmony, 4. Growth, 5. Mattering within our work environment.
We need to focus on social Connections, wellness activities, formal and informal, positive leadership, work flexibility, DEI, and to discuss mental health openly. We also need to consider workloads in a high achieving environment.

Other resources include MHealthy, regarding counseling and workplace resilience. There is a complete listing available from Human Resources.

We are engaging in envisioning together what we'll be. Tomorrow will be better than today. We're doing it together. The President and Provost encourage us to engage in this work. They want to hear our voices. What have we seen in our environments where we can all thrive?

Here below are comments from SA faculty expressing support for the initiatives:

We've discussed what normality is.

The ADVANCE program for young scholars was mentioned as helpful.

Many health and well-being initiatives included input from the faculty.

Administrative overload of faculty duties takes its toll.

Regarding 'leaders and best' we don't know what is expected.

There's so much on our agendas, but thanks were offered for beginning the conversation.

Lots of stressors. People don't understand the expectations.

From COVID we now return to normalcy.

ADVANCE is great. – Let the Chair back you up if you must decline a request.

Chris Ryan – We should reduce the administrative burden, as it is not adding value to students, nor the university. Bloat. Rules and Regulations.

Some faculty have disabilities, which contribute to stress.

There is bad culture within some parts of the university.

4:59 – Matters Arising:

It was suggested that we may have ADVANCE address a Faculty Senate Meeting.

Also, we would like to receive the DEI data.

5:08 – Adjourn

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."