

Minutes September 25, 2023

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THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs

Monday, September 25, 2023, 3:00

The virtual meeting was held in 1100 Ruthven and remotely via Zoom.

In person attendance: Chair Tom Braun, Vice Chair Damani Partridge, FSO Director Luke McCarthy, Professor Vilma Mesa, Professor Heather O'Malley, Professor Silvia Pedraza, FSO Coordinator Eric Vandenberghe, Secretary Deirdre Spencer

Remote attendance: Professor Lindsay Admon, Professor Simon Cushing, Professor Allen Liu, Professor Rebekah Modrak, Professor Alex Yi

Remote Guests-Press: Katie Kelton, *The University Record*
Ji Hoon, *The Michigan Daily*

3:00 – Call to Order / Minutes / Announcements -- The Chair called the meeting at **3:05**. The minutes of the September 18th meeting were approved by consent.

3:06 -- Chair Updates – The Chair expressed the need to consider how to encourage greater faculty participation in Faculty Governance. There are slides to help with this effort. Members have spoken of making presentations to their respective faculty meetings about serving on Faculty Senate committees. Chair Tom Braun will be presenting at a Public Health faculty meeting in the Winter term. Professor Mesa will be speaking to her faculty meeting on Thursday. She was advised to have those interested in serving on a committee to contact the Faculty Senate Office. In the winter we might consider posting a short article in the Faculty Perspectives section of *The Record*, listing the committees and publicizing what they do. Also mentioned was the formation of a Google Doc for the submission of potential agenda items.

3:15 – FSO Director Updates

SACUA received the written report of the FSO Director. Thanks to Professor Rebekah Modrak who agreed to create the DMN Lecture poster for this year. On October 25th from 2-5 pm there will be an event to discuss constructive ways to address sexual and gender-based violence. This event was initiated by AAAC. Jennifer Freyd from the University of Oregon will present a lecture on institutional betrayal followed by a panel discussion with NiCole Buchanan from MSU, who researches racial and sexual harassment in the workplace, and Nicole Bedera, a sociologist also studying these issues. The panel will be moderated by Prof. Fatma Müge Göçek from UM Sociology. The FSO Director's Report provided more detailed information.

3:20 – Faculty Grievance Monitor SOP: A motion was made and seconded to accept the FGM SOP document revisions. The vote to approve the SOP was 7-2 in favor of approval.

It was commented that populating the FGM group is not a committee membership per se but for a very specific job. Randomly placing people who want to work on a committee is

not what is needed here.

One person stated that by allowing only tenured faculty to serve reduces Research and Clinical faculty, as well as and Librarians, curators and archivists to second-class citizenship. The grievance procedures state, however, that an FGM must be a tenured faculty member.

The importance of having people who have participated in the grievance process (preferably as a grievant) was important, due to the specified nature of the process. We explored the possibility of advertising for people to serve as FGMs yet maintain confidentiality. The Faculty Senate newsletter would be a way of getting people to serve. Assistant FGMs and FGMs should have training if they have no experience, however the current version of the SOP does not make the FGM responsible for training.

It was recommended that the current FGM Karen Staller could be invited to visit to SACUA.

3:40 – Review: “Toward a Definition of Tenure” (1994)

There was a standing committee on tenure in 1994 which issued a report on the definition of tenure. This group was part of the 5:09 faculty committee. The report asked what is tenure, what is acceptable, and what is not?

There is lots of vague language in the report regarding definitions. For instance, there is no definition of “demotion.”

The Chair created a slide presentation, which he shared with the group, that addresses the content of the report and questions SACUA should consider, such as the following:

- What are tenured faculty guaranteed?
- What can the university take away?
- What is sanctioned?
- What is actionable?
- What are the responsibilities of a tenured faculty member?
- What is a minimal equitable teaching assignment?
- What are reasonable economic terms?

It was suggested that we should be protecting faculty and not regulating them. It was also suggested that we look at other institutions to see what they do.

Regarding SPG 201.04 (Summer Appointments), a situation was raised about summer teaching being cancelled by a dean. Was this due to low enrollment? There was no discussion due to dispute over the course. Summer teaching shouldn't be taken away simply because the administration can do so.

One member thought the 1994 report was a good document with decades of weight behind it. We would like to update and revise it.

The question was asked when should the 5.09 process be triggered prior to demotion and termination.

The chair was invited to tell the provost and deans what we have been working on

regarding these issues. Perhaps we could also address this topic at a SA meeting?

4:10 – COAA Recommendation: Dean Evaluation Process – Executive Session

4:40 -- Matters Arising – A UM-Flint faculty member was concerned about a new teaching modality: any management class taught must be available in class as synchronous and asynchronous. He didn't want to punish those not in physically class. Only foreign students were attending the class in-person because of visa requirements. Face to face and online requires more preparation and teaching time. The issue is whether course modalities can be required by administration when those modalities might conflict with established SPGs and other documentation.

4:45 -- Adjourn – The meeting was adjourned at 4:52.

Respectfully submitted,

Deirdre D. Spencer,
Secretary

Addendum

SACUA Actions

Between meetings, SACUA has performed the following actions that should be included in the SACUA minutes:

- On September 20, 2023, SACUA voted electronically to appoint Alvaro Rojas-Peña, Medical School, to the University Appeals Board for a three-year term ending on August 31, 2026.

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."