

# **M** | FACULTY SENATE

UNIVERSITY OF MICHIGAN

## Newsletter for the Faculty

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**December 2022**

**Silvia Pedraza, Faculty Senate Chair**

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Dear University Senate members,

As I end my term as Chair of SACUA, I write to update you on some of SACUA

and Senate Assembly's recent activities and to encourage you to participate in faculty governance.

## SACUA

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### Faculty Senate Office

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As you know, we welcomed Luke McCarthy as the new Director of the Faculty Senate Office (FSO). Luke quickly stepped into the role and helped us to hire our new Coordinator, Eric Vandenberghe (full time), who came from MIT. Together with our former Coordinator, Ann Marshall (half-time), we now have a fully staffed FSO with excellent people that work very well together. I am pleased to leave this well-functioning office behind, for the benefit of faculty governance.

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### Ethics, Integrity, and Compliance

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Former SACUA Chairs – Colleen Conway and David Potter, former Secretary of SACUA – led another effort, in which SACUA joined. They started it by writing an article for the *Faculty Perspectives* page of *The University Record*, with SACUA's imprimatur. They stressed the need for U-M to have a robust central Office for Ethics, Integrity, and Compliance (OEIC) with a reporting line to the Regents to avoid the sexual misconduct problems in the past. SACUA was most pleased when our new President Santa J. Ono, soon after he arrived, committed to creating just such an office at U-M. At present, SACUA is working on providing feedback for the implementation of this office.

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### Faculty Mental Health

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SACUA also began to meet with our new Provost Laurie McCauley. Both the Provost and SACUA share concerns regarding the mental health of the faculty. A survey done by our colleagues who implemented DEI 1.0 showed that 40 % of the students felt they had mental health problems, as did 20 % of the staff and 20 % of the faculty. No doubt, the COVID-19 situation has left us with problems, which we need to face head-on. SACUA began to do so by discussing a book by Rebecca Pope-Ruark on *Unraveling Faculty Burnout: Pathways to Reckoning and Renewal* (2022). It provided a start on engaging in a difficult conversation, particularly since the high rates of perceived mental

health problems among students also impact the faculty. The conversation will continue.

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## Regent Candidate Forum

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SACUA also organized the Regents' Forum on October 3 at Ruthven's University Hall. *The University Record* helped us by distributing it widely, online. By that afternoon, 150 people had viewed the Forum; before the elections, 1,300 had done so. The presentations from the four candidates that aspired to be Regents were all excellent, and Chair Pedraza was pleased to be the moderator, asking questions the faculty had sent us.

## Senate Assembly & University Senate



Silvia Pedraza and Luke McCarthy at Senate Assembly

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## Faculty Senate Restructuring

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The biggest issue SACUA took on this Fall was the restructuring of the Senate Assembly and the University Senate due to the possible inclusion of the Clinical Faculty and/or the Lecturers in its fold. At present, the Clinical Faculty and the Lecturers are not members of the University Senate. Members of our faculty governance are the Tenure-Track and Tenured faculty, the Research Professors and Research Scientists, and the Librarians/Archivists/Curators. However, the

faculty composition has changed enormously in the last 30 some years. Beginning last Summer and into this Fall, SACUA worked on this issue through two committees – a Faculty Senate Restructuring Working Group and the Senate Assembly’s Committee on Rules, Practices, and Policies.

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## **Faculty Senate Restructuring: Data & Trends**

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Thus, at the meetings of both the Senate Assembly and the University Senate this Fall, SACUA strove to educate the faculty on all the issues that pertain to the possible inclusion of the new types of faculty into our traditional faculty governance. Chair Pedraza presented the data obtained from the university’s Office of Budget and Planning. Looking only at the Ann Arbor campus, for which such data does exist from 1988-2021, one can see that the growth in the Tenure-Track faculty has been slight – from roughly 2,700 to 3,100. Lecturers have grown more, nearly tripling – from roughly 350 to 1,000. The Clinical Faculty growth has been enormous – from only 25 to over 2,250.

Moreover, fully 85 % of the Clinical Faculty are in the Medical School, with a few in other Health professions, such as Dentistry; and a few are in the Law School. That enormous change in faculty composition brought the issue to the fore. While the Lecturers have representation in their union, the Lecturers Employee Union, the Clinical Faculty have no representation of any sort. Yet expanding the University Senate to include all those new categories of faculty holds consequences for the Senate apportionment as well as for the continued viability of our present system of faculty governance.

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## **Faculty Senate Restructuring: Arguments For & Against**

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Thus, at both its Senate Assembly and University Senate meetings this Fall, the issues were laid out by various members of the faculty.

The arguments FOR and AGAINST the expansion of the Senate to include the Clinical Faculty and/or the Lecturers can be found in <http://facultysenate.umich.edu/resources/restructuring-discussion>.

If the expansion of the University Senate were to pass, it will involve a change in the Regents’ By-Laws. Thus, we need to put it up to three votes: a SACUA vote, a Senate Assembly vote, and a University Senate vote, in that order. We plan to do so at their respective meetings between the end of January and the end of February. Stay tuned and please participate. Become informed regarding

the issues, attend the meetings, and vote. It needs to be a decision of the faculty.

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## Hybrid Senate Assembly & University Senate Meetings

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With the help of the excellent staff of Executive IT, Chair Pedraza and FSO Director McCarthy have tried to improve the voting process at hybrid meetings for members of the Senate Assembly and the University Senate. The effort is to bring together the new – the technologies of online meetings, videoconferencing – that have improved the participation of the faculty in its governance together with the old – arriving at the Senate decisions through a parliamentary process of deliberation. Our excellent IT staff in Ruthven are assisting us in this difficult process. Bringing the faculty present (present now means both those in the room and those attending virtually!) into Breakout Groups to discuss in small groups proved worthwhile.

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## Happy Holidays!

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It only remains for me to wish you a **MERRY CHRISTMAS** and a **HAPPY HANUKKAH!**

May this time with your family and friends be a real rest and may you return to Ann Arbor looking forward to a good semester --



Silvia Pedraza, SACUA Chair

## Faculty Senate Office Requests Feedback

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## Clery Act Reporting

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The Faculty Senate Office is collaborating with the U-M Clery Act Compliance Coordinator to improve the University's communications regarding reporting obligations under the Clery Act. We are most interested in feedback regarding any of the following:

- U-M's Clery Act information site [here](#);
- The email communications provided to Clery Act reporters at the start of the Fall Term.

To submit your feedback, kindly use the form [here](#). Please do not provide feedback by replying to this email. The purpose of this feedback is to provide the Clery Act Compliance Coordinator with constructive suggestions to implement for next year.

Please note that the focus of this feedback is on information about Clery Act reporting obligations, **not** the sexual or gender-based misconduct reporting obligations for Individuals with Reporting Obligations (IROs) described on the ECRT's website [here](#).

## SACUA In the News

[SACUA talks availability of meeting minutes, faculty childcare](#), by Amer Goel and Simon Moncke, *Michigan Daily*, November 7, 2022

[Faculty Senate seeks feedback on clinical faculty, lecturers](#), by Katie Kelton, *University Record*, December 2, 2022

[Ono seeks faculty members' input about U-M's future](#), by Katie Kelton, *University Record*, November 21, 2022

[Senate Assembly will vote to fill two SACUA vacancies](#), by Katie Kelton, *University Record*, December 12, 2022

## Photo Gallery





(clockwise from top right) Silvia Pedraza and Tom Braun; Ruthven Building rotunda; Deirdre Spencer, Simon Cushing, Durga Singer, Silvia Pedraza, Sergio Villalobos, Rebekah Modrak, Luke McCarthy and Ann Marshall; Ann Marshall, Eric Vandenberghe, Silvia Pedraza, and Luke McCarthy; Senate Assembly Committee Member Luncheon; FSO Director Luke McCarthy.

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Newsletter of the [Chair of SACUA](#) and  
the [Faculty Senate Office](#).

**December 2022**

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