

Minutes April 15, 2024
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THE UNIVERSITY OF MICHIGAN

Senate Assembly

Monday, April 15, 2024, 3:15

The hybrid meeting was held in 2000 Ruthven, University Hall and remotely via Zoom

In-person: Ruthven University Hall, Room 2000. Remote attendance available via Zoom.

Virtual attendees: Lindsay Admon, Khalid Al Kattan (nonvoting), Warren Anderson (alternate), Audrey Bennett, J. Sybil Biermann, Helen Burgess, Jade Burns, Allen Burton, Deepa Butoliya, William Calvo-Quiros, Rogerio Castilho, Amy I-Lin Cheng, Clifford Cho, Simon Cushing, Allison Earl (alternate), Johannes Foufopoulos, Terri Friedline, Anouck Girard, Brendan Haug, Sarah Hawley, Ingrid Hendy, Raffi Indjejikian, Stefanus Jasin, Inderjit Kaur, Katherine Kelton (nonvoting), Shake Ketefian (nonvoting), Carolyn Kuranz, Corey Lester, Shahzad Mian, Cristina Micu (nonvoting), Rebekah Modrak, Karin Muraszko, Mojtaba Navvab, Heather O'Malley, Phillip Palmbo, Damani Partridge, Jessica Pasquale, Pam Pennock, Derek Peterson, Nicholson Price, Harmony Reppond, Alexander Rickard, Mark Rosentraub, Kimberly Saks, Joel Scheuher, Suzanne Selig (nonvoting), Christina Snider, Sara Soderstrom, Quentin Stout, Kentaro Toyama, John Traynor, Craig Wilkins, Jason Young, Bradley Zebrack, Robert Ziff, Paul Zimmerman.

In-person attendees: Chair Tom Braun, Meghan Courtney, Parliamentarian Paul Fossum (nonvoting), Aubree Gordon (nonvoting), Brian Love, Ann Marshall (nonvoting), Luke McCarthy (nonvoting), Vilma Mesa, Andre Monteiro Da Rocha, Silvia Pedraza, Deirdre Spencer (nonvoting), Eric Vandenberghe (nonvoting), Basit Zafar (nonvoting).

Press

Katherine Kelton, *University Record*
Christina Micu, *Michigan Daily*

3:15 Call to Order, Minutes, and Announcements

The meeting was called to order at 3:16 and the minutes from the previous meeting were approved by consent.

There were no chair announcements due to the full agenda.

3:20 Senate Assembly Chair Update / Faculty Undergraduate Scholarship Drive

The Faculty Senate is kicking off a donation drive to fund the [Faculty Undergraduate Scholarship](#). This scholarship was created by the Senate Assembly fifteen years ago to help keep Michigan education accessible to students on all three campuses. We are reviving the scholarship and need *your* help letting your colleagues know about the scholarship and how they can contribute. Members were asked to please help distribute information among your units and departments.



3:25 There was a Resolution to Authorize the Rules, Practices, and Policies Committee (RPP) as a Standing Senate Assembly Committee --- Vote After the Meeting

Chair Braun asked for and received unanimous consent from the membership to proceed directly to an electronic vote to occur after the meeting.

The results of the vote were 43 yes, 1 no, and 1 abstention to approve the RPP to become a standing Senate Assembly Committee.

3:30 Resolution on Salary Increase Underpayments for Faculty on University Year Appointments Vote

Aubree Gordon, a member of AAAC, presented on this issue of faculty systematic underpayment. This affects faculty on all three campuses who have nine month appointments but who are paid over twelve months. They are told that they are paid a certain amount over nine months, but they are not getting paid that amount. This discrepancy occurs because of the way the payments are set up. From July-June the following year it doesn't add up to the nine-month amount.

Payments for July and August of the previous year are not the same rate as the upcoming year but rather two months in arrears. The shortfall accumulates over time. Under payment is by 1/6th or 2/12ths.

The vote is whether to ask the university to address this issue for academic years 2023-2024, 2024-2025, and any back pay that is legally required by state and federal laws. SACUA had previously approved the resolution. It was moved and seconded that Senate Assembly vote to request that the university pay faculty with nine-month appointments, paid over twelve months to receive all back pay from the beginning of their contract.

The resolution passed with 43 yes, 2- no, and 4 abstentions.

Questions included: How did we find out this was going on and when did it begin? While one faculty member said it began in 2013, another said it began for her in 2008. Another question was about calculating insurance, retirement, investments and other benefits, while someone else asked about the possibility of pre-payments (which are not an option). Regarding taxes, if all taxes were paid in good faith, then there should be no problems. One faculty member asked to have AAAC distribute a spreadsheet so that faculty could calculate their own pay rates.

4:00 Discussion of Disruptive Activity Policy and SACUA's Related Letter

There was discussion of the administration's draft disruptive activity policy which was distributed to the university community. The administration received over nine-thousand responses. Following receipt of those responses, the administration rescinded the draft policy and provided that it would not be implemented in the near future. The chair would advise the administration that, in the future, it should show the draft policy to campus leadership and governing bodies prior to sending it out to the university community at

large.

SACUA crafted its own letter and shared it with President Ono and Senate Assembly. President Ono acknowledged receipt of the letter. There was a motion and a second from Senate Assembly to endorse the letter.

Senate Assembly voted to endorse SACUA's letter by a vote of 37 yes, 7 no, and 2 abstentions.

4:45 Outgoing Member Remarks

30 names were presented who were rolling off Senate Assembly. Immediate past chair Allen Liu was not on list but was acknowledged for his service.

Past Chair Sylvia Pedraza delivered prepared remarks, reflecting upon the many important accomplishments under her leadership. She led the organization and hiring of the Faculty Senate Office and moved the office from the Fleming to the Ruthven Building. She also worked closely with Ruthven Information Technology to make sure the office was well equipped and functioning.

With chair Allen Liu and assistance from Academic Human Resources, SACUA expanded Faculty Senate membership to include lecturers, clinical, and research faculty, librarians, curators and archivists, along with tenure track faculty.

While she credited remote attendance via Zoom and Simply Voting as instrumental to achieving quorum and the ability to transact business, she encouraged the membership to approve their attendance in order to better serve their departmental colleagues. She also asserted the importance of securing an alternate if you cannot attend.

She thanked the SACUA chairs who preceded and succeeded her, as well as the secretary.

Chair Tom Braun read aloud a few farewell salutations from the chat.

4:55 Matters Arising

Professor Mesa announced a hybrid event about the Palestinian crisis, engaging the past and present, that was taking place that evening from 5-7pm at Rackham and on Zoom.

5:00 Adjourn After wishing everyone a great rest of the semester and summer break, Chair Braun adjourned the meeting at 5pm.

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."