

Minutes November 6, 2023  
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THE UNIVERSITY OF MICHIGAN  
University Senate

Monday, November 6, 2023, 3:15

The hybrid meeting was held at University Hall 2000 Ruthven and remotely via Zoom  
280 in attendance online

### **3:15 -- Call to Order – Welcome and Meeting Protocols – Approval of Minutes**

The Chair called the meeting to order at 3:15 and reviewed the protocols. They consisted of using the raise hand function, the microphone in the room and disabling of the chat function.

The first order of business was to approve two sets of minutes from the 2022 University Senate meeting and a set from the special Senate expansion meeting. There were no comments or corrections to either set of minutes reported during the meeting, therefore the minutes were approved by consent.

The minutes from prior meetings are available on the “Faculty Senate” page of the Faculty Senate website: <https://facultysenate.umich.edu/faculty-senate/>

### **3:20 – Chair’s Report -Overview of Senate Activities –**

#### **University Senate**

This year the University Senate approved expansion of the Senate on June 3, 2023.

The expansion was approved by the Board of Regents on July 20, 2023.

To the Faculty Senate have been added all faculty from all three campuses with appointments of 50% or more as clinical professors (assistant, associate, and full), lecturers (I, II, III, and IV), and librarians, archivists and curators. Approximately 3,000 new members have been added, bringing our numbers to 7,350 faculty.

- According to the new rules expansion only tenure track faculty may vote on issues specific to tenure track faculty.
- The cap for representation from any college, school or campus is 17 members.
- As a result of the expansion there are now 77 members in the Senate Assembly due to the 3 new seats added for librarians, archivists, and curators collectively.
- As of September, the librarians, archivists, and curators elected new representatives within the Senate Assembly, and they are now full participants in the Senate Assembly’s meetings.

#### **SACUA**

Last year SACUA did the following:

- Guided the work of the Senate Assembly and its eighteen committees.
- SACUA met with the university president, the provost of the Ann Arbor campus, and other executive officers of the university administration including the Flint campus.
- During GEO negotiations SACUA met twice with members of the administration and with GEO leadership.

SACUA issued several statements regarding:

- The transformation at Flint
- The GEO negotiations
- The role of faculty in the assessment of student workers

SACUA's recommendations:

- The creation of a new office of Ethics Integrity and Compliance has been approved.
- The new vice president of the office is coming in January of 2024.
- Developed, debated, and planned the expansion of the University Senate.

### **The Senate Assembly**

- Met with the new members of the administration: President Ono, Provost McCauley, and CFO Geoff Chatas
- Passed an anti-caste discrimination statement.
- Passed an anti-Racism statement against those of Asian and Pacific Islander descent.
- Passed the resolution on creation of a land acknowledgement monument on the Ann Arbor campus,
- Developed, debated and planned the expansion of the University Senate.

### **The Senate Advisory Committees**

Eleven of the eighteen senate committees are advisory to the administration and held regular meetings with university vice presidents and their teams. They addressed Issues including:

- Student and faculty well-being
- Faculty burnout and retention of faculty
- Input into the president's 2034 visioning process which is still ongoing
- Examined various challenges opposed to academic freedom.
- A New faculty salary study which considers age, race, gender and other factors.
- Review and discuss the university's ongoing commitment to DEI, acknowledging the launch of DEI.2 on the Ann Arbor campus.
- Proposed reexamination of the SPG.
- Faculty input regarding evaluation of deans.
- Support for faculty research and teaching by funding of technology and resources.
- Faculty input in the evaluation of deans and administrators at all three campuses by use of our annual survey,
- A committee successfully requested ECRT's creation of a link on their website to report caste discrimination.
- Another committee asked ECRT to produce an annual report regarding race-based misconduct.
- The DMN Committee sponsored the annual DMN lecture on academic freedom. Last year's speaker was Jamell Bouie of the New York Times.
- Committees contributed to the deliberations of expanding the University Senate.

### **Plans for the Year Ahead**

SACUA held a retreat in the fall where we considered all the issues that we might tackle

this year and it resulted in two (understanding that we will address other issues as they arise.)

- 1. Find means of Improving the current faculty grievance system here on campus
- 2. Developing specific language of what tenure means. Determine what are the guarantees that come with tenure and determining what policies should be implemented when sanctions occur.
- The chair acknowledged that there are more members of the senate than just tenure track.
- This work fits in with Regent's Bylaw 509. We want to address these issues for all members of the faculty and not just tenure track.
  
- SACUA has addressed various efforts related to academic freedom such as how we can better plan to protect faculty from harassment, external threats and from those online. CRLT is also addressing this issue.
- We hope to see an Ann Arbor campus salary study for tenure track faculty. It will exclude Michigan Medicine which has a different system.
- We hope this study will assist UM Flint and Dearborn with conducting their own salary study.
- We want to assist faculty at Dearborn and especially Flint with their transformation project.
- We asked ECRT to create a new report to address race, color, and national origin.
- Monitor and assist with U-M DEI initiatives which include land acknowledgement made by one of our committees. Identify recommendations for supporting the faculty when there are sanctions.
- Supporting the well-being of faculty by exploring support for dependent care.
- Reviewing the administrative policies for faculty when they are assisting and providing accommodations for students. We want to accommodate students but faculty sometimes need support in doing so.
- Examine the university's application of Generative AI technology for teaching and research. Provost McCauley will present a series of talks including CRLT.
- We are working hard to interface with the new office of Ethics Integrity and Compliance (EIC). The creation of this office came from Faculty Senate Office motivations. We want to add our voice to set the tone of what this office should be doing. The vice president arrives in January.
- We would like to review, evaluate, and make recommendations to the current SPG. We want to consider the SPGs related to disabilities and illness.
- One of our committees sponsors the annual review and evaluation of U-M administrators. We are always working to improve the survey.
- Another committee wants to review our University Senate rules for accuracy, consistency and updating.
- We would like to pursue a fundraising drive by faculty to assist undergraduate students. (You may not have heard of this initiative.)
- The annual DMN lecture on academic freedom is this Thursday, November 9<sup>th</sup>. from 4-5:30 pm, in Room 100 of Hutchins Hall in the Law School. This year's speaker is Jonathan Friedman, Director of Free Expression and Information Programs at Pen America. It will be a hybrid presentation. We have 260 registered. He has spoken at universities across the Big Ten. The title is Academic Freedom 2024.
- We are engaging with President Ono on dependent care needs, as SACUA will

be meeting with him on November 20<sup>th</sup> to discuss this very issue.

- You received email or QR code to access the survey. Everyone is encouraged to fill it out, even if you don't have dependents. A dependent is any person of any age that is unable to care for themselves independently. The idea came from Ono. The more info we have the more convincing we can be.

### **3:40 -- Upcoming Donation Drive: Faculty Undergraduate Scholarship**

This undergraduate scholarship originated in 2008, and we would like to revive it. \$3,000 is the amount of the grant, renewable for four years. We have offered the scholarship to two students per year, but we would like to increase the number of recipients and the amount of the grant. Some faculty donors use payroll deduction to contribute to the fund. The contributions from the faculty are matched by the administration.

### **4:00 – Matters Arising**

- Along with the reporting dealing with RACE, color and national origin, could we also address faculty with disabilities? The chair will convey to ECRT the interest in faculty with disabilities.
- The Generative AI email from the provost may not have gone to all faculty but perhaps only teaching faculty. SACUA will convey to the provost that all faculty might be interested in receiving this information.
- Flint needs money for research funding and Flint has many deficits. Is Ann Arbor collaborating with other campuses? Since she is the representative for Flint, the chair asked her to email him directly.
- Surprised to see such an empty agenda given that we only meet once a year. In past years the meeting would have had grass roots promotions which were not mentioned this year. We have so much to talk about right now. She has seen so many faculty cry. People are in tears at their department meetings. What can we do to support victims who are both Arabs and Jews affected by the Arab / Israeli conflict. It is a real crisis.
- Is there anything that the Senate can do to support victims? Can we support people who cannot work because they are attacked on the streets? Can we suggest a break in the tenure clock? The chair offered thanks for raising the issue and asked what others thought? He encouraged people to raise their hands so that their voices could be heard on the issue.
- She supports the previous speaker's comments regarding support for faculty victims of the Arab – Israeli conflict.
- Some people were not able to click on the survey on dependent care. The link for the survey wasn't clickable, nor was it in the agenda. Tom provided the link to the survey.
- U-M is in the news along with Columbia, Cornell, Harvard and other universities regarding anti-semitism on campus. We should address it as they are doing by advocating for a task force to address the issue, as students are very anxious. The chair noted his concern and encouraged faculty to contact the chair directly.
- Along the same lines, is there consensus or does faculty senate know what constitutes an expression of free speech that is compatible with our academic mission? What courses do students take at all levels regarding discourse and the rules? Do students learn the rules of discourse? We express our thoughts and feelings on campus in ways that people do on the streets, and this is not moving

our discourse forward. The chair thanked the members for their ideas and again encouraged them to contact him because we represent them, the faculty. Collective thought welcomed.

- Thanked the Senate for allowing lecturers and LEO and Research faculty to participate. Negotiations are underway. thanked him for the thank you. Happy that the resolution passed. The chair is in touch with other institutions which are grappling with the same issues. Other institutions are using us as an example.
- We are actively engaged with LEO and have been prior to their joining the Senate. We are offering what support we can and are listening to the new LEO negotiations as they move forward.
- We spent a long time on our primary charges and we addressed faculty with tenure, but not faculty on the tenure track, moving towards tenure. The chair agreed with the speaker that SACUA agrees with him. We want to assist all faculty including tenure track who are being challenged but due process is not being followed.
- Concerned about the expansive IT and data breach. She thinks we should seek to expand the one year of data monitoring offered by the university as it will be insufficient. People will not stop using the stolen information for only a year after stealing it. TB will be meeting with Ravi Pendse. We want to help VP fix this problem.
- Seconded the need to assist VP Pendse and his office however we can.
- The information we received regarding the data breach could have been improved upon.
- Regarding the scholarship, we all get tons of requests to contribute money to scholarships. We could make it a fun event such as a silent auction. It would increase participation. Great idea!
- Follow up on Anti-Semitism. Has SA made a statement? We have not made a statement.
- Reach out to your representative. This could be an agenda item. We should protect against anti-semitism and Islamophobia. If you would like to give us a statement. We need to get out in front of it.
- We are always looking for motions and drafted documents and things to be on our agenda. Please feel free to draft something and send it to Tom or Luke or FSO to get the ball rolling.
- We have a faculty senate meeting next Monday with a set agenda but can modify for current events.
- We need to do a better job of giving students a primer on how to discuss issues such as these without having to default to racism as a way to win their argument. Students need to be able to communicate with others about difficult issues as part of the university experience. We should be responding to these issues all the time, not just when there is a crisis.
- He would like to see workshops and faculty led discussions without going so far as racism. We could have a roundtable, workshop, faculty created, through our collective wisdom.
- The president would like to support a faculty based ongoing dialog or workshop series to make these things happen. They are interested in how to navigate this topic wisely and safely for everyone.
- Reach out to your rep or contact us directly. This is why we have minutes. There is lots to keep track.

**5:00 Adjourn 4:05 adjourned.**

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."