

**The University of Michigan
University Senate
Motion #11042024-2**

Motion 2: Motion on the Creation and Review of SPGs

WHEREAS, [Standard Practice Guides \(SPGs\)](#) govern the employment of staff and faculty at the University of Michigan;

WHEREAS, significant inconsistencies, typos, errors, broken links, and outdated statements can be found in some critical SPGs, e.g., [201.15](#), [201.15-01](#);

WHEREAS, the documentation surrounding the SPGs is overly opaque and highlights a confused approach to formulating and distinguishing rules, from procedures, guidelines, etc. and in some cases unethical procedures, e.g., [201.15](#) that requires any non-medically trained employee to fill a medical assessment about a fellow employee;

WHEREAS, SPGs tend to emphasize a punitive approach to employment and rely on unstated procedural steps, e.g., [201.12](#);

WHEREAS, prevalent binary assumptive language is used throughout the SPGs;

WHEREAS, language used in some SPGs discriminates on the basis of ability, e.g., [201.12](#), [201.15](#), [201.15-01](#);

WHEREAS, SPGs are generally modified without consultation of faculty or relevant groups despite U-M's own policy stated in <https://spg.umich.edu/policies/policy-development-procedures> ("Where appropriate, provide university members relevant to the policy's subject matter an opportunity to review and comment on policy before final approval");

THEREFORE, BE IT RESOLVED, that the University take immediate action to establish a committee that is composed of faculty representatives elected by the Senate Assembly, that is tasked with reviewing and modifying the SPGs, and whose rule is to ensure that the University be governed both in accordance with law and with core academic values;

BE IT FURTHER RESOLVED, that U-M and the designated faculty-led committee post all proposals for new SPGs or updates to existing SPGs in the *Record*, that the campus community be given an opportunity to provide feedback for a period of a minimum of two months, and that a summary and the process by which the comments are summarized be disclosed in the *Record*;

BE IT FURTHER RESOLVED, that U-M and the designated faculty-led committee address the problematic SPGs by focusing on clarity of rules, logically stated procedures, and emphasizing an approach based on equity and core academic values.

Movant:

Emmanuelle Marquis, Professor of Materials Science and Engineering, College of Engineering

Supporting Members:

Jordan Siegel, Professor of Strategy, Stephen M Ross School of Business

Bruno Giordani, Professor of Psychiatry, Professor of Neurology, Chief Psychologist, Medical School, Professor of Psychology, College of Literature, Science, and the Arts and Adjunct Professor of Nursing, School of Nursing

Results: Yes, 1688; No 263; Abstain 220- Motion PASSED