



THE UNIVERSITY OF MICHIGAN

Senate Assembly

Monday, November 24, 3:15

The Hybrid meeting was held in 2000 University Hall, Ruthven and Zoom

Minutes: November 24, 2025

Circulated: December 12, 2025

Approved: December 15, 2025

In-person attendees: J. Sybil Biermann, Meaghan Blanchard (nonvoting), William Calvo-Quiros, Francine Dolins, Adelaide Ellis (nonvoting), Johannes Foufopoulos, Joshua Hausman, Kirsten Herold, Daniel Lee (nonvoting), John Magee, Ann Marshall (nonvoting), Luke McCarthy (nonvoting), Susan Najita, Heather O'Malley, Ivette Perfecto, Derek Peterson, Soumya Rangarajan, Michael Schubnell, Craig Smith, Lauren Smith, Deirdre Spencer (nonvoting), Kentaro Toyama, Ashu Tripathi, Eric Vandenberghe (nonvoting).

Virtual attendees: Keith Aaronson, Mousumi Banerjee, Jayapalli Bapuraj, Jeffrey Bleiler (nonvoting), Helen Burgess, Jade Burns, Amy I-Lin Cheng, Meghan Courtney, Caren Goldberg, James Gulvas, Jay Guo, Sarah Hawley, Justin Hodge, Yihe Huang, Stefanus Jasin, Kevin Joiner, Kim Kearfott, Michael Kennedy, Shaké Ketefian (nonvoting), Yongqing Li, Vilma Mesa, Shahzad Mian, Rebekah Modrak, Louise O'Brien, Pamela Pennock, Stacy Rosenbaum, Kimberly Saks, Suzanne Selig (nonvoting), Albert Shih, Christina Snider, Quentin Stout, Krithika Suresh, Bruce Tharp, Apryl Williams, Paul Zimmerman.

Press:

Jeffrey Bleiler – The University Record

Daniel Lee and Adelaide Ellis – The Michigan Daily

3:21 pm Come to order and approval of the minutes

- The meeting was called to order with quorum and the minutes from the October 27th Senate Assembly meeting were approved by consent.

3:22 pm Senate Assembly Chair Update

- The [35th Annual Davis, Markert, Nickerson Lecture on Academic Freedom](#) was held on November 6th. Keynote speaker Ruth Ben-Ghiat, Professor of History and Italian at NYU, presented on “Intellectual Freedom in an Authoritarian Age,” followed by a panel discussion with three distinguished U-M faculty. Appreciation was shared for the [DMN Committee](#) and for the 2025-2026 DMNC co-chairs, Craig Smith and Nick Tobier. About 500 people attended, and the event was covered by an [article in the University Record](#) and an [article in the Michigan Daily](#).
- [Work Connections](#) has continued to raise significant concerns, as recently reported in [an article by the Michigan Daily](#). In 2021, a [Faculty Senate resolution called for reform of Work Connections](#). A SACUA working group has also made recommendations for



reform. The U-M administration has since created an Integrated Disability Management (IDM) Advisory Committee which was recently renamed the Total Worker Health Advisory Committee. This advisory committee has a SACUA representative as one of its members, and more information about the committee will be forthcoming. The Financial Affairs Advisory Committee (FAAC) will soon meet with Interim EVP-CFO Bobby Hewlett to suggest a path forward with Work Connections. Senate Assembly members are encouraged to attend a Work Connections Townhall on December 4th, 4:30-6:00 p.m., jointly sponsored by U-M labor groups as well as the Faculty Senate.

- A new [SPG 510.02 Physical Security Technologies](#) has replaced [SPG 606:01 Proper Use of Security Cameras \(Internet Archive version\)](#) without public notice. Derek Peterson was notified about the new SPG by a reporter. Compared to the prior SPG, the new SPG 1) does not make any reference to academic freedom, 2) does not make exclusions for audio recordings, 3) does not include any provisions for deleting recorded images (30 days in the old policy), 4) does not provide exclusions of spaces where video cameras will not be located (e.g. clinical patient care, human subjects research, and teaching and learning spaces), and 5) is much shorter than the prior SPG. There are also concerns with the new [STEP FAQ](#), including that the FAQ website makes references to policies not in the SPG and does not cover those policies that are in the SPG. DPSS Interim Executive Director Rick Arnold has been invited to SACUA to discuss the new policies. During summer 2025, SACUA passed a [Statement concerning surveillance on the University of Michigan campus](#). There is an increased number of security cameras on campus with more sophisticated technologies (e.g. facial recognition), raising questions about the need for policies that cover such technologies.
- There are concerns about the OSCR processes being used to discipline eleven student protesters. SRAC Chair Marita Inglehart recently provided an update to SACUA, sharing that OSCR procedures have lasted 14-15 months, much longer than the typical six-month process. In addition, as described in [recent Michigan Daily article](#), the complainant for these cases has also filled a role typically intended to be neutral. The eleven students' undergraduate education is at stake, and it appears that the students' cases are being used to discourage student protest on campus. Chair Peterson encouraged SA members to keep their eyes on this issue, noting that it is important for students to learn the art of disagreement, and the university should support students acting as citizens expressing their views.
- The next [Political Speech and the Public Square](#) event will be held on December 2 on the topic, "Surveillance: Does it Make Us Safer?" This topic was originally scheduled for November 18th and was cancelled to the new date due to weather.
- SACUA member Kirsten Herold also encouraged SA members to attend the December 4th, Work Connections Town Hall in-person if possible, noting that a flyer and zoom link would also be made available. Stefan Szymanski made remarks about the need to reform Work Connections at the November 20th Regents meeting.

3:30 pm University Senate Resolutions

- Chair Peterson reviewed the [nine resolutions passed at the November 3rd, University Senate meeting](#). All of the resolutions passed by 80% or more margins, with more faculty



than ever voting on the motions. The high faculty engagement provides a clear mandate to move forward on these motions.

- [Motion 1: Motion to Make the Collegiate Travel Partners \(CTP\) Travel Service Optional:](#) This resolution had the most votes cast of any resolution in the history of the U-M Faculty Senate. In addition, a faculty survey about CTP received more than 900 responses. An LSA faculty member suggested that faculty take screenshots of the price differentials between CTP and at-market prices. A Pharmacy School faculty member added that, in the long run, price matching research is time consuming and not a good use of faculty time.
- [Motion 2: Resolution to End the “Pause” and Resume Gender Affirming Care, in Alignment with our University’s Values and the Mission of Michigan Medicine](#) – In December, Chair Peterson and MAAC Chair John Magee will meet with VP-CEO David Miller to discuss next steps on the resolution. A Medical School faculty member noted that the pause on GAC is for minors, and that, of all the resolutions, this motion impacted one school in particular, and the vote margins were lower than the other resolutions. Another Medical School faculty member shared that, while the issue is nuanced, the resolution pertains to faculty with teaching responsibilities in many disciplines. A Librarians, Archivists, and Curators faculty remarked that many faculty are very concerned about the pause and that an 84% approval margin for the resolution is a very strong indication of support. A Stamps faculty echoed previous remarks in favor of the resolution and noted that the “pause” affects not just minors, but also 18-year olds.
- [Motion 3: Resolution to Reject Participation in the “Compact for Academic Excellence in Higher Education”](#) – The motion passed with 93% of the vote voicing a clear demarcation in response to any pressure the upper administration might face from the federal government on this issue.
- [Motion 4: Resolution Demanding a Comprehensive Policy Addressing the Role of Generative Artificial Intelligence at the University of Michigan](#) – The Provost and VP Pendse will create a working group on AI and education, and SACUA has put forth three names to serve on this committee. VP Pendse was a guest at the prior Senate Assembly meeting, and upper administration thus far appears responsive to the motion.
- [Motion 5: Call to Restore Funding for Consulting for Statistics, Computing, and Analytics Research \(CSCAR\)](#) -- Chair Peterson has communicated with VP Lupia about the motion and more information will be forthcoming.
- [Motion 6: A Resolution Asking the University to Invest the Necessary Resources to Make Our Digital Materials Accessible](#) – The federal deadline set for the new ADA requirements is April 2026. A recent email from VP Pendse outlined available resources. There may soon be an announcement about additional support to be provided by ECRT.
- [Motion 7: Motion to Restore Fair Rules and Rule of Law to the University](#) – Chair Peterson will soon meet with the Provost to consider next steps regarding U-M’s faculty grievance policies.
- Both [Motion 8: Resolution Regarding New H-1B Policies](#) and [Motion 9: Statement Concerning the Presidential Search Committee](#) are statements of principle. Chair



Peterson has plans to meet with regents Brown, Acker, and Behm in the coming weeks to discuss the motions as well as other issues.

- Chair Peterson invited discussion about next steps regarding the resolutions. A Pharmacy faculty member recommended that the motions be publicized more widely such as in the *University Record*. An LSA faculty member remarked, regarding Motion 1, that the University has been in austerity mode and should therefore be particularly concerned about CPT pricing. The faculty member asked when a response from administration is expected, especially given timelines for spending research funds. The LSA faculty member similarly asked if the administration would respond in a timely way to Motion 6 given the wide vote margins.

3:45 pm SA Seat Reapportionment with Approval

- Faculty Senate Office Director Luke McCarthy provided an overview of the fall 2025 [Senate Assembly Reapportionment](#) process. Per Senate Assembly rules, the reapportionment occurs every three years, and a census is taken of the number of faculty in each unit having a 50% or more appointment. Each unit has at least two Senate Assembly representatives and no more than 17 representatives. Based upon this year's census, there are two reapportionment changes, Engineering will lose one seat and U-M Flint will gain one seat. A 2025 Senate Assembly Census and Reapportionment handout was shared online and in print. The census counts all faculty, including lecturers, clinical faculty, U-M Flint, U-M Dearborn, and Librarians, Archivists and Curators (LAC).
- **Approval:** A motion to approve the 2026-2027 reapportionment was made by Kirsten Herold and seconded by Soumya Rangarajan. The motion passed with a vote of 37 in favor, zero opposed, and 2 abstentions.

3:55 pm SA Committee SOP

- Faculty Senate Office Director Luke McCarthy summarized the [Senate Assembly Committee Composition Standard Operating Procedure \(SOP\)](#). In brief, the intent of the SOP is to codify a number of SA committee practices that have been the norm but have never been formalized as procedures. For example, SA committees may choose to have student representatives and the committee chair is designated to make the final decision on whether students representatives will serve. Vote-eligible committee members may be either Faculty Senate members or emeritus Faculty Senate members, and committee chairs must be voting Faculty Senate members. Committee members are appointed for three years and faculty may serve a fourth year if their role is chair.
- **Approval:** A motion to approve the SA Committee SOP was moved by Heather O'Malley and seconded by Susan Najita. The motion passed with a vote of 35 in favor, zero opposed, and zero abstentions.

4:19 Publicizing the Impacts of Research Funding Cuts

- Chair Peterson introduced the next agenda item. The Senate Assembly will next break into small groups to discuss how the federal funding cuts have impacted U-M faculty. For example, what does federal funding look like in your research area? What is being



foreclosed? What should we do about it? For example, outreach to individual legislators could be pursued. There is pressure for the University to be discreet, but faculty are not bound by institutional neutrality and may have more discretion to advocate. Chair Peterson showed two slides prepared by OVPR. The first slide shows that research expenditures have not gone down, but that awards have decreased in September of FY 2025. In addition, there have been 186 grant terminations with 137 PIs terminated. Of the 137, 94 of the terminations have been appealed, with 39 appeals successful, 24 denied, and 31 still pending.

- The small group discussion will be organized into affinity groups, 1) medicine and health, 2) humanities and arts, and 3) social sciences and public policy, and 4) engineering and natural sciences, with faculty self-selecting their group. In each group, four questions will be discussed and a SACUA member will take notes.

4:45 Discussion

- Discussion covered the following topics. A U-M Dearborn faculty described a large six million dollar grant about cross cultural stereotyping that had been terminated, remarking that the grant has been a tremendous blow to the university and has been foundational around the world. A Medical School faculty member noted that several researchers were not given any time to make changes to their DEI/diversity/global health focused NIH grants. Another Medical School faculty similarly said they had one day to make changes to a grant on global health and it was like having the rug pulled out from underneath you. An Education faculty recommended that there be support for promotion and tenure, and stated that some faculty members' research may be more at risk. A Medical School faculty recommended the names of several experts that might visit SA to present on how faculty can communicate with policy makers and offer tips on how to focus their research for a wider audience. An Engineering faculty suggested that SA should contact those PIs whose grants have been defunded in order to collect compelling stories. A U-M Flint Faculty shared information about a very successful event where U-M researchers presented to Debbie Dingell and other Democratic legislators. It was suggested that more events like this be planned, including those with a wider bipartisan outreach. A faculty member from the Medical School suggested it would be useful to do analysis to identify themes with respect to which grants had been approved or terminated. An LSA faculty member shared concerns about protections for the University of Michigan Press, noting that presses could feel pressure to avoid controversial content.
- Chair Peterson remarked that the notes from the small groups will be compiled and SA members are welcome to submit additional comments by email.

5:00 Adjourn

- Chair Peterson invited the Senate Assembly to raise any new business. Hearing none, the meeting was adjourned.

Addendum

Senate Assembly Actions

On October 9th, between regular meetings, the Senate Assembly elected to SACUA, for a term starting immediately and ending April 30, 2026, **Susan Najita**, Associate Professor of American Culture, Associate Professor of English Language and Literature and Director Graduate Studies, American Culture, College of Literature, Science, and the Arts.

Respectfully submitted,

Rogério M. Pinto
Faculty Senate 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."