

Minutes of November 26, 2012  
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**THE UNIVERSITY OF MICHIGAN**  
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**MINUTES OF THE SACUA MEETING OF NOVEMBER 26, 2012**

**Present:** R. Holland, K. Kearfott (Chair), C. Koopmann, F. Larsen, J. Lehman (Senate Secretary), S. Masten, S. Oey, K. Staller (Vice Chair), R. Ziff, L. Carr, T. Schneider

**Absent:** K. Barald

**Guests:** Mary Sue Coleman, President; Phil Hanlon, Provost; Stephanie Riegle, Chief of Staff, Office of the Provost

**Press:** Kelly Woodhouse - annarbor.com; Austen Huffard - Michigan Daily; Jamie Iseler - University Record

**MATERIALS DISTRIBUTED**

1. Draft SACUA agenda for November 26, 2012
2. SACUA minutes of October 29, 2012
3. SACUA minutes of November 12, 2012
4. Electronic mail from Erika Hrabec, dated November 20, 2012, regarding Action of Senate Assembly 111912-1
5. Chapter IV, The University Senate, Board of Regents' Bylaws
6. Model Faculty Grievance Procedure matrix, dated November 15, 2012
7. Article entitled, "The Troubling Dean-to-Professor Ratio" by John Hechinger, submitted by J. Lehman.

The meeting was convened by Chair Kearfott at 3:20 PM.

**CONSIDERATION OF AGENDA AND MINUTES**

The agenda, minutes from October 29, 2012 and minutes from November 12, 2012 were approved.

**ANNOUNCEMENTS**

None

#### DECEMBER SENATE ASSEMBLY

The December Senate Assembly meeting is scheduled for December 17, 2012. The discussion centered on whether or not to have a December Senate Assembly meeting and, if there is a meeting, what would the agenda be?

Suggestions included:

1. Involve the members by breaking them out into small groups and introducing topics at each table to be discussed. One of the topics suggested was “transparency”. The group would then come up with actions to be taken and then present to the entire Senate Assembly. There was a discussion regarding the pros and cons of this activity.
2. Have the members break out into small groups and make a list of the ten biggest problems that they see in their units. Set up subcommittees to bring resolutions regarding these problems to Senate Assembly in January.

#### ARRIVAL OF GUESTS

Provost Phil Hanlon and Stephanie Reigle arrived at 4:00 pm.

Provost Hanlon stated that the naming of the Stamps School of Art and Design was finalized this fall. The naming involved a gift of merit-based undergraduate scholarships. Over the entire campus, one-half of merit-based scholarships actually met need. The School of Art and Design uses portfolios for admissions and the faculty is heavily involved in the admission process.

The discretionary spending to support the Arts by central campus over the last eight years has been \$7.5M in recurring funding and \$50M in one-time funding. These amounts are over and above ongoing operating funding.

J. Lehman mentioned the article (in distributed item #7) entitled, “The Troubling Dean-to-Professor Ratio” which refers to a statement, “At universities nationwide, employment of administrators jumped 60 percent from 1993-2009, 10 times the growth rate for tenured faculty”. Provost Hanlon stated that the question was brought up in PACBA and that M. Pollack had supplied information about it. S. Riegle left to retrieve the memo from M. Pollack.

Provost Hanlon continued the discussion by saying that the annual report breaks out the fund and function type. The report is reviewed by the Regents and that any increases must be explained. In his office, the first year he was provost, the operating costs dropped 11%. He reviewed the necessity of all personnel and functions and eliminated those that were no longer needed.

S. Riegle returned and Provost Hanlon read the Pollack memo. Over the last five year (2006-2011), there was a decrease in academic unit administration of 1.6 FTE. In the schools/colleges,

the staff administration increased 1.6%. Faculty numbers grew by 2.2%. Staff in non-activity units had a ½% growth. Non-activity units are those of upper administration (executive officers) and university units, such as museums. With the AST (administrative services transition), there should be a decline in FTE's. This will be accomplished, hopefully, through attrition. The areas affected will be finance, HR and procurement.

Provost Hanlon would like to reduce the student to faculty ratio over time. The 150 new faculty lines funded over the past four years had a goal of reducing the ratio from 15.5 to 14.

Provost Hanlon was asked how he constructs the search committees for deans. First, a letter is sent to the unit asking faculty if they would like to nominate members for the committee and what issues should be viewed. The Provost's office staff synthesizes all of the information and produces a list. The Provost reviews the list and seeks a chair for the committee. Part of this process is to talk to senior people in the unit to determine the chair. The chair is always a senior person. He then talks to the selected person. Once the person agrees to chair the committee, the Provost and the chair go over the list to choose the committee. The committee has to have diversity and include a student, an alumni and staff. Of course, the faculty in the unit will be in preponderance on the committee. The search committee will 1) generate a pool, 2) set up "airport" interviews, and 3) trim the pool down to 5-6 individuals who will be invited to interview on campus. The interviews will include faculty from the unit. After interviews, the committee chooses 3 people for the Provost to review.

GUESTS left at 4:24 pm.

The discussion turned back to the December Senate Assembly meeting. There was an informal poll taken (each member could vote twice) to determine the activity: agenda setting – 5 votes; moog presentation – 1; budget tutorial – 3; and no meeting – 4. Chair Kearfott did not express her opinion.

#### OTHER BUSINESS

Short discussion regarding court involvement with affirmative action.

#### ARRIVAL OF GUEST

President Mary Sue Coleman arrived at 4:29 pm.

When asked about the possible action regarding affirmative action, President Coleman responded that the University will take a "wait-and-see" attitude.

Other topics discussed with President Coleman:

1. Brandon's expectation of athletes
2. Use of stadium for non-University activities
3. Inclusion of elected faculty on executive officer search committees

4. Inclusion of Rutgers and Maryland in the Big 10
5. Transportation between north and central campuses

GUEST left at 4:55 pm

EXECUTIVE SESSION – Committee membership

The meeting adjourned at 5:04 pm.

Respectfully submitted,

Linda Carr  
SACUA Office Staff

**Board of Regents of the University of Michigan Bylaws *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.”