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THE UNIVERSITY OF MICHIGAN
Senate Advisory Committee on University Affairs (SACUA)
Monday, April 1, 2019 3:15 pm
4006 Fleming Administration Building
Ann Arbor, Michigan 48109-1340

Present: Atzmon, Beatty, Conway, Lippert, Malek, Marsh (chair), Schultz, Spencer, Potter, Ahbel-Rappe, Gallo, Schneider

Absent: Carlos

Guests: Provost and Executive Vice President Martin Philbert, Christine Gerdes, Special Counsel to the Provost, Members of the Press

3:20: Call to Order/Approval of Agenda

Chair Marsh called the meeting to order. Professor Schultz asked that the agenda be emended to discuss the Administrator Evaluation Committee (AEC) survey in Executive Session. The emended agenda was approved. The minutes for March 25 were approved.

3:24: Announcements

Chair Marsh said that he, Professor Beatty, Professor Conway, and Librarian Spencer had a lunch meeting with Regent Acker.

Chair Marsh said that the elections for SACUA Chair will be held next week. Professor Beatty has expressed interest. The Election for Vice Chair will also be held, Professors Conway, Professor Lippert and Librarian Spencer indicated that they wish to stand.

Professor Beatty said SACUA is scheduled to meet with Shared Services at the Shared Services Center on May 6. There will be a conference room available for SACUA business once the tour of the Shared Services office is completed. Questions for Shared Services staff will ask about any savings that have been achieved through Shared Services and what kinds of feedback are they getting from faculty. SACUA will meet with Pamela Gabel, Executive Director of the Shared Services Center.

3:32: Provost and Executive Vice President Martin Philbert

Chair Marsh introduced incoming SACUA members, Professors Ahbel-Rappe and Gallo, to Provost Philbert.

Provost Philbert thanked SACUA for its work and asked for questions. Professor Atzmon asked if requiring immunizations for members of the University community was prohibited by Michigan law. Provost Philbert said he would be happy to discuss this off-line, but that the question should be directed to the Chief Medical Officer, who is providing advice to the President.

Professor Malek said that he was concerned with the culture of the university. Provost Philbert said that there are many cultures even within specific units. Professor Malek asked if the University has become too big to have a single mission. Provost Philbert replied that small places, where there can be better connections between groups on campus, often want to be like Michigan where, conversely, breadth and depth can lead to isolation. He offered the analogy of the expanding universe (as galaxies coalesce space between them increases), and drew attention to the success of the M-Cubed program in encouraging people to reach beyond their usual intellectual circles. He stressed the need for the University to continue to devise new catalysts for innovation.

Professor Schultz said that while the M-Cubed program had done good things for research, and there are real impediments to co-teaching across units. Provost Philbert replied that the Task Force on a Michigan Undergraduate Education in the Third Century (<https://record.umich.edu/articles/provosts-task-force-study-undergraduate-education>), which he assembled in 2018, will soon submit its report. He had asked the group not to be moored to the practicalities of things, but to consider “big picture issues” such as the university's role in preparing an informed and educated citizenry, the distinctiveness of the University's undergraduate education, the extent to which university members share or want to share a set of core principles and goals for undergraduate education across the University's schools and colleges and how a shared set of goals could impact curriculum and teaching. For example, he noted that some universities go ‘grade blind’ for the first year or so, and that there is one small college that is grade-blind for all four years (<https://www.hampshire.edu/discover-hampshire/our-academic-philosophy>). He feels that the University needs to be aware that changes affect graduates as they enter the job market after graduation.

Librarian Spencer noting complaints about the high proportion of out-of-state students, asked about the University's responsibility to in-state students. Provost Philbert replied that the University and Michigan State, which has a land-grant component, are complimentary institutions and avoid direct competition in some areas. There is a great deal of intellectual exchange between the University, Michigan State and Wayne State, which are collectively part of the part of the state's educational ecology.

Professor Lippert said she had reviewed the General Counsel's website on ethics (<https://compliance.umich.edu>), and would like to see the university become more focused on the integrity and ethics in the way people treat each other. Chair Marsh asked Provost Philbert about the budget for the 2019/2020 academic year. Provost Philbert said he did not know what the budget will look like next year, and that while he has been through a first reading of the budget with the regents, he said the administration was not sure what the state appropriation would be, and that the overall state appropriation could have little to do with the allocation to the university. He is exploring the range of possible tuition increases, for which there is limited elasticity. He is also concerned about the national trend of a precipitous drop-off in international students. There will be a second meeting with the regents about the budget in May and the final budget will be assembled in June.

Professor Schultz asked about tuition versus the total cost of attendance, and if the Go Blue Guarantee could be pushed towards total cost of attendance rather than just tuition. Provost Philbert said that one thread in developing the budget is long term sustainability and predictability for families paying tuition. Typically, the amounts of any increase in fees is adjusted from tuition to keep overall costs level. He notes that some schools compete by claiming lower tuitions, and then try to make up the lost funds by increasing fees; he would not like to engage in such a “bait and switch” strategy by separating fees from tuition.

Professor Conway asked about ways SACUA can strengthen faculty involvement in University concerns. Provost Philbert replied that there were some faculty who were very engaged, some who were not at all engaged and a “moveable middle” who should be targeted.

Professor Malek expressed his belief that the national trend with respect to tuition and college costs is out of control and that the current model is broken. Provost Philbert replied that the University fully meets need for instate students, and that the University's model is sustainable in terms of net cost. He agreed that there will ultimately be a tipping point but cannot predict when that will be. He noted that the University is exploring online education with two masters level programs which he hopes will, at some point, generate revenue that will support on-campus programs. He also noted that universities in the United Kingdom have survived centuries of change, and that the University of Michigan has changed enormously in the last 200 years. In his view the higher education market place is huge, with the result that institutions will adapt and experience differing degrees of change.

Chair Marsh said SACUA has been reviewing grievance processes, and will issue a report than can be discussed in the coming academic year.

4:00: Guest debrief

Professor Schultz noted that Provost Philbert had not asked SACUA for committee members for the Task Force on a Michigan Undergraduate Education in the Third Century, and that data shows that the Go Blue Guarantee meets 92% of tuition. Chair Marsh replied that the discrepancy in the Go Blue Guarantee results from the fact that the website does not take account of money from sources such as Pell Grants. Librarian Spencer said that her review of grievance policies is tending towards recommendations for training, and questions about which campus units should be involved in the training. Chair Marsh recommended that she present these options as the foundation for discussion with the Provost's office.

Professor Ahbel-Rappe expressed concern about the change of the university model from an educational to a vocational model, that public discourse about higher education is conditioned by concerns about tuition, and that the community is thinking about higher education as an investment. Professor Shultz drew attention to the shift in public discourse in this direction under the Obama administration. Professor Beatty wondered if these concerns would be addressed by the Task Force on a Michigan Undergraduate Education in the Third Century. Professor Lippert said the issue is promoted by legislators across the country, which raised two issues, one being the academy's responsibility to preserve domains of human knowledge, the other being the existence of a budget model that allows for this to happen. She feels a credit hour model of funding higher education is problematic.

4:10: SPG 601.22 Romantic relationships

Professor Atzmon expressed his concern about the SPG 601.22 on Romantic Relations. Professor Ahbel-Rappe said that SACUA should be very clear that it is committed to the wellbeing of people on the campus and Professor Gallo said there is a risk that through picking at 601.22 people could get the wrong impression that SACUA condones abusive relationships. Professor Lippert said that effective implementation of the policy requires perfect HR systems, which is a cause for concern. Professor Gallo replied that no system that can be perfect. Professor Atzmon said that the way the policy is worded people cannot know what is allowed and not allowed and that wrong behavior cannot be corrected through the imposition of a totalitarian set of rules. Professor Conway said there was a problem with the process through which the policy was developed and that SACUA is concerned about the process rather than with the policy. Professor Lippert expressed concern about the potential use of the policy to harass faculty, and wanted a statement in the SPG saying that misuse of the policy is not condoned. Professor Gallo replied that harassment of this sort is vastly underreported rather than unjustly reported.

4:30: Tri-Campus Fellowships

Professor Lippert said the proposal on Tri-Campus fellowships originated from the Tri-Campus Task force, as a way of enhancing professional development for faculty and tri-campus collaboration. A draft of the proposal has been shared with President Schlissel, who replied that the Tri-Campus Committee should review the process. One aspect of the program is the enablement of faculty to teach on other campuses. By removing the issue of salary, the program will allow for projects and collaborations to arise from interest. In this respect it is similar to M-Cubed. The Tri-Campus Committee will get the process started.

Chair Marsh asked if there had been an indication that money will be forthcoming. Professor Lippert replied that the initial funding request is for \$100,000. She added that the Tri-Campus Committee is hoping that SACUA will support the program and place it before the April Senate Assembly. It will then require the President's approval.

Professor Beatty asked what was meant by "training" in the proposal, Professor Lippert said the purpose is to outline requirements for fellowship holders. Professor Ahbel-Rappe asked if there would be a change in the salary for someone coming to the Ann Arbor campus so that people would not be paid less to teach the same course. Professor Lippert said that salary differentials would be made up by the fellowship. Professor Schultz expressed doubt that administrators will be supportive of a process administered by the Tri-Campus Committee. Professor Beatty said it would be necessary to talk to the provosts before the program is finalized. Professor Lippert said that President Schlissel wants faculty support before going to the provosts.

Chair Marsh asked for a proposal to put before the Senate Assembly, recognizing that the specifics of the proposal will change.

Professor Beatty proposed the following motion:

SACUA supports the general idea of further development of the Tri-Campus Fellowship Program.

The motion passed unanimously.

Chair Marsh said the development of the Tri-Campus Fellowship Program will be a discussion item at the April 15, 2019 Senate Assembly meeting.

4:45: Brief Committee Reports

Professor Beatty reported that the Committee for an Inclusive University is working with the Diversity, Equity and Inclusion (DEI) office to develop a faculty town hall before the end of the semester. The focus will be a third-year check-in on the DEI plan. The committee is hoping to have this done by the end of April or the beginning of May.

Professor Schultz said the Development Advisory Committee met with Vice President for Development Baird, who said that while development is in a quiet stage with no active program going on (due to the recent campaign completion), the biggest push will be philanthropy for student scholarship.

Professor Malek said that Medical Affairs Advisory Committee had met and that there was discussion of culture within the medical school.

Professor Atzmon said that James Hilton, Dean of Libraries, had discussed online teaching with the Academic Affairs Advisory Committee.

450: Executive Session

[SACUA functionality]

5:15: Adjournment

Respectfully submitted,
David S. Potter
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 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."