

Draft minutes of 15 September 2008  
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**THE UNIVERSITY OF MICHIGAN**  
**Senate Advisory Committee on University Affairs**  
6048 Fleming Administration Building  
Ann Arbor, Michigan 48109-1340  
Phone: (734) 764-0303  
Fax: (734) 764-6564

Internet Address: <http://www.umich.edu/~sacua/>  
Approved minutes: <http://www.umich.edu/~sacua/sacmin/sacuaminutes.html>

**MINUTES OF THE SACUA MEETING OF 15 SEPTEMBER 2008**

**Present:** Fraser, Frost, Navvab, Potter (Chair), Riles, Stark, Thouless; Lehman; Carr, Schneider

**Absent:** Frier, Poe

**Guests:** J. Frumkin (associate vice provost), A. Walesby (associate vice provost), C. Gerdes (assistant general counsel), K. Brown, M. J. Frank (*University Record*), J. Lee (Michigan AAUP), GEO president K. Vigil and other representatives of the GEO

**MATERIALS DISTRIBUTED**

1. Draft agenda
2. Draft minutes of the SACUA meeting of 8 September 2008
3. Report to SACUA On Algebra Tutoring Activity at Forsyth Middle School and Pioneer High School, prepared by P. T. Kabamba and S.M. Meerkov, dated 1 September 2008
4. Draft Standard Practice Guide 201.89: Sexual Harassment
5. Memorandum to D. S. Potter from T. A. Sullivan, dated 23 June 2008, regarding faculty grievance policy task force
6. Faculty Grievance Policy Task Force Report to the Provost, dated 6 June 2008
7. Draft SACUA response to Faculty Grievance Policy Task Force report
8. [Proposal for a Continuous Enrollment Requirement for Ph.D. Students © 2008](#)
9. SACUA/Senate Assembly Planning Schedule, updated 12 September 2008
10. Electronic mail message from T. Schneider to A. Walesby, dated 12 September 2008, regarding sexual harassment SPG

Chair Potter convened the meeting at 3:00 P.M. The proposed agenda was approved.

**ANNOUNCEMENTS**

1. SACUA will meet at 2:30 P.M. prior to Senate Assembly meetings.
2. A draft agenda for the CIC meeting is under development by the chair and Mr. Schneider and will be available soon.

## UNIVERSITY SERVICE

Professor Stark reviewed activities undertaken by Professors Meerkov and Kabamba in tutoring underrepresented students in high school algebra (distributed item 3). He tried to ascertain the level of interest that exists for promoting the activity under the auspices of the Senate Assembly. Chair Potter suggested that he could contact the provost and ask whether there are umbrella groups that could subsume these activities. Professor Stark asked that the item be added to the agenda of SACUA's next meeting with the provost.

## CHANGES TO SEXUAL HARASSMENT SPG 201.89

Chair Potter introduced associate vice provost Walesby at 3:15 P.M. The associate provost reviewed the ontology of the current draft SPG (distributed item 4). He pointed out that some clarifying language will be added to address concerns expressed by Professor Frier in distributed item 10.

The associate vice provost said that either his office or that of academic human resources would typically make findings of fact in response to allegations and then transmit the findings to the appropriate executive authority. He said that if disciplinary actions are taken, grievance procedures can be invoked by the disciplined party.

He said that a distinction will be made in the SPG between sexual harassment per se and discrimination, and that further clarification will be provided about discrimination based on gender identity. The associate vice provost said that he will make appropriate revisions and submit the revised version back to SACUA for further review.

The guest left the meeting at 3:45 P.M.

## GRIEVANCE PROCEDURES

The chair welcomed J. Frumkin and C. Gerdes at 3:45 P.M. He invited vice chair Thouless to introduce discussion of the principles articulated in a report commissioned by the provost last year (distributed item 6). Professor Thouless suggested that if a case was judged to be outside the jurisdiction of the grievance process, there ought to be an independent review and appeal process for the judgment. He recommended that central faculty governance could perform that function. Associate vice provost Frumkin replied that there was reluctance by the deans to agree that GRBs should be composed of faculty from outside their own units. Professor Lehman said that he could understand deans' reluctance to relinquish their influence over faculty on the grievance review committees. He pointed out that the Task Force had deliberated about the matter and had concluded that GRBs could solicit faculty as expert witnesses from the grievants' units if they needed to learn about unit culture and customs. J. Frumkin said he wanted to make it clear that there has been no decision on this matter.

Chair Potter asked whether the deans agreed with the principle that the findings of the GRB should be followed. J. Frumkin replied that there could be legitimate disagreements about whether findings were implemented properly. C. Gerdes left the meeting at 4:05 P.M.

## RACKHAM CONTINUOUS ENROLLMENT

GEO representatives joined the meeting at 4:05 P.M. After a round of introductions, the GEO representatives offered their perspectives and concerns about the proposed policy (distributed item 8). One expressed concern that the policy might unfairly penalize some students who encounter personal hardships. Another echoed concerns about negative impacts on particular groups, especially students with disabilities or family responsibilities. Ms. Vigil conveyed concerns from GEO members regarding inequities falling differentially on poorer students, and the influence wielded by Rackham administrators over lives of students. One representative voiced concerns about negative effects on programs with fewer resources, and suggested that statistics in the Rackham report are seriously out of date. They pointed out that learning disabled students may bear the brunt of paying extra tuition.

Associate vice provost Frumkin thanked the students for the feedback they had provided and assured them that their comments would be carefully considered because the policy was still at the proposal stage. SACUA members suggested that accommodations could be designed into the policy to ensure that it did not result in unintended negative or differential effects on students. They suggested that the chair seek to facilitate a meeting with the Rackham Executive Board and GEO members.

#### CONSIDERATION OF MINUTES

The minutes of 8 September were approved.

#### OLD/NEW BUSINESS

SACUA members decided that the chair of AAAC was authorized to add the names of Professors Riles and Pedraza to the AAAC group e-mail list so they can help AAAC as subject matter experts pending completion of the ongoing AAAC academic success study.

SACUA endorsed Chair Potter's nomination of SACUA members Frost and Fraser as a subcommittee to review the Senate Rules and rationalization of librarian membership in the Senate.

The meeting adjourned at 5:15 P.M.

Respectfully submitted,

John Lehman  
Senate Secretary

#### **University of Michigan Bylaws of the Board of Regents, Sec. 5.02:**

##### *Governing Bodies in Schools and Colleges*

In each school, college, or degree granting division of the University, including those at the University of Michigan-Dearborn and at the University of Michigan-Flint, the governing faculty shall be in charge of the affairs of the school, college, or division, except as delegated to the executive committee, if any, and except that in the School of Graduate Studies the governing board shall be the executive board, and in the Medical School shall be the executive faculty.

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