

Minutes of 29 October 2007
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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 29 OCTOBER 2007

Present: Fraser, Friedman, Frier, MacAdam, Potter, Riles, Smith (chair), Thouless; Lehman; Carr, Schneider

Absent: Stark

Guests: M.S. Coleman, E. Hrabec (president's office), Barbara Wagner (provost office), T. Sullivan, Arikia Millikan (*Michigan Daily*), K. Brown (*University Record*)

MATERIALS DISTRIBUTED

1. Draft agenda
2. Draft minutes of the SACUA meeting of 22 October 2007
3. [Action of Senate Assembly 102207-01 Resolution passed 10 October 2007 regarding stadium renovations](#)
4. [Action of Senate Assembly 102207-2 Resolution passed 10 October 2007 regarding the COIA Proposal on Reforms in Intercollegiate Athletics](#)
5. "Big Ten Conference, 2006-07 Handbook: Rules of Organization and Procedure, Rules of Eligibility, and Agreements for Men's and Women's Programs"
6. [Action of Senate Assembly 102207-03 Resolution passed 10 October 2007 regarding a copyright policy](#)
7. "The Committee on Institutional Cooperation (CIC) – Statement on Publishing Agreements" dated 19 June 2007.
8. ["Copyright at the University of Michigan" approved by the Regents on 14 November 2002.](#)
9. Budget Study and AAAC Liaison Reports submitted by K. Riles
10. ["The University Record", Vol. 63, No. 9, dated 29 October 2007.](#)
11. Electronic mail from M. Robert Fraser to SACUA regarding "Salary data subcommittee meeting report" dated 29 October 2007
12. Draft of November SACUA Report to the Regents: Document on Principles of Faculty Governance

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

CONSIDERATION OF MINUTES

The Minutes of the SACUA meeting of 22 October 2007 were adopted as submitted.

ANNOUNCEMENTS

Chair Smith announced:

1. He has requested 5 minutes on the November Regents' agenda to report on need-based student scholarships. The committee is falling far short of its goal.
2. He will speak to retirees on 8 November on the same topic, and will offer to speak with the Alumni Association, as well.
3. The report to the Board of Regents from the Faculty Chair will likely be scheduled for the January meeting of the Regents.
4. A luncheon meeting with the Regents will likely occur in November.
5. Mr. Schneider and the chair will attend the CIC faculty governance meeting this weekend. Discussion topics will include (a) intercollegiate athletics, particularly skyboxes, (b) presidential searches and selections, and (c) affirmative action and diversity in response to Proposal 2

VISIT OF UNIVERSITY PRESIDENT

President Coleman and Ms. Erika Hrabec arrived at 3:05 P.M.

Endowment-

Professor Potter asked whether the president was pleased with the uses to which endowment funds have been applied. The president replied that universities in general may need to do a better job explaining to the public how endowments work. She described the difference between designated and undesignated endowment funds. The U-M endowment is composed of thousands of designated funds that comprise 98% of the total, and the designated funds cannot be diverted to purposes other than the ones that are stipulated by the donors.

She said that the administration conducted an analysis of the endowment accounts several years ago, and that CFO Slottow discussed policies and strategies with SACUA at the time. Currently, the model uses a 7-year moving average to smooth market fluctuations and delivers a 5% payout.

The president's office created special initiatives for endowed professorships and need-based student aid to increase development efforts in those areas. Most recently, graduate and professional school student fellowships have been added to the list of initiatives.

The president pointed out that undesignated funds are more flexible, but that it is easier for the development office to raise designated funds.

Professor Friedman asked the president to give an example of constraints placed by designations on expenditures from the endowment. The president replied that deans and faculty have been very good in communicating needs to donors. In fact, she said there have been cases in which money was turned down because it was in an area of low need.

She pointed out that state allocations have declined consistently over the past 5 years, and that each year it has been necessary to cut \$20 million from the budget, through economies of one type or another. At the same time, the U-M has increased its expenditures for outreach to the state.

Stadium Renovations-

Professor Riles asked the president to respond to the 22 October Senate Assembly resolution about stadium renovations. The president replied that the decision making consisted of one of the most transparent processes she has been associated with. Professor Riles suggested that it might satisfy opponents if an open forum were held in which both sides of the issue could vet their arguments face to face. The president responded that she understood that SACUA had reviewed the information and that it had been satisfied with what it heard. Professor Riles noted that SACUA had in fact not been consulted before the project was proposed to the Board of Regents, and that he felt the U-M administration could allay criticism by going the extra mile and holding a dialog with critics.

Professor Friedman expressed curiosity in the fact that there is a perception that the procedures were not proper, and he suggested that there is a public relations problem at the heart of the issue. The president said that there had been many opportunities for input, and that she refers everybody to the website (<http://www.umich.edu/stadium>) to read the documents. Chair Smith commented that there is great interest in the COIA resolutions about intercollegiate athletics, and that discussion of the matters, including construction of skyboxes, will be a topic at the upcoming CIC meeting for faculty chairs. He added that he believed there had been failures on the part of the Advisory Board on Intercollegiate Athletics to report back to elected faculty governance early in the planning stages of stadium renovation, thus contributing to the perception of inadequate consultation.

Copyright Policy-

Professor Frier pointed out that many faculty are concerned that U-M copyright policy is in need of revision. He suggested that definitions, in particular, need to be updated and clarified. He noted that revision will require changes to Regental Bylaws. The president encouraged SACUA to discuss the matter with the provost.

The guests left the meeting at 3:32 P.M.

VISIT OF PROVOST

Provost Sullivan and B. Wagner arrived at 3:35.

Grievance Reform-

The provost announced that she has selected a partial roster of members for a joint committee with SACUA to revise grievance procedures. She said that she has named Professor L. Root to chair the committee, and that she selected Professors E. Cooper, E. Goldenberg, and M. Chessler as members. She said that she will seek a member from the office of general counsel, as well. She noted that D. Sharporn will be unavailable to serve because he has announced his resignation effective 1 December.

Fulbright Fellowships-

The provost announced that 37 Michigan undergraduates have been named recipients of Fulbright fellowships, but that the pool of U-M applicants for next year surpassed 300, and overwhelmed the ability of the International Institute to interview them all as a prelude to institutional endorsement. Chair Smith pointed out that the AAAC had developed a list of suggestions for coping with large applicant pool sizes in the future. Among the suggestions was the idea of using Fulbright grantees as a potential pool, and to activate those ranks in proportion to need.

Professor Thouless expressed concern that the U-M was much less successful at garnering Churchill and Gates Scholars. Professor Frier echoed concern about Rhodes and Marshall Scholars. Professor Potter said that he ascribed the lack of success to lack of knowledge among students, and to the general lack of a culture that encourages students to apply for such scholarships. Professor Frier concurred, and pointed out that MSU has been much more aggressive than has the U-M. Professor Thouless said that he thought some type of institutional support was needed to disseminate information and encourage applicants.

The provost commented that she tried recently to reactivate the U-M chapter of Phi Kappa Phi, the all-discipline honor society for land-grant and public colleges and universities. She noted that the inactive chapter still has \$335K on account, but that it lapsed into inactive status about 5 years ago. Professor Lehman pointed out that the timing conforms approximately to the removal of many honor societies, including Sigma Xi, the science and engineering honor society, from student transcripts. SACUA members noted that the action had been taken without consultation with elected faculty governance.

Copyright Policy-

Chair Smith called attention to recent action by the Senate Assembly regarding the need for revision of the university copyright policy. The provost said that she agreed the policy was in need of revision. She noted that in the realm of intellectual property there has been a blurred distinction between patents and copyrights. Professor Frier stated that current language referring to “usual” from “unusual” resources is untenable, and that current policy makes assignment of copyright to third parties ambiguous.

Principles of University Shared Governance-

Professor Riles asked whether there has been any progress on finding language that is acceptable so that the document can be finalized. The provost said that she has just received some proposed language from Professor Friedman and would be looking at it soon. Chair Smith said that it would be nice if the matter could be concluded in time to report it to the Regents; the next Faculty Governance Update to the Board of Regents is due 1 November. The provost replied that she faces the problem that there are many large expense items that do not draw on the General Fund, and that without consultation with others the provost can sign-off only about policy regarding general fund expenditures.

University of Michigan Press-

Professor Potter remarked that the Press budget has been relatively flat for 10 years. He said that the Press formerly has been an important organ of the University, but that the rate of

publication of first rate original scholarship is not expanding. The provost replied that the Press has been running a deficit, and that reports in local media about \$900K in receipts from Pluto Press are misleading, because the actual net profit was only \$200K. She point out that the Press has embarked on a new initiative: digital culture books. But, she said, the U-M Press does not publish any journals, which otherwise could have improved the bottom line. Professor Potter asked whether there has been any progress in the past 7 years. Provost Sullivan replied that being in the black for first time in 7 years is progress.

The provost said that her office enlisted external consultants last year to analyze university press operations. In addition, Dean Weiss of the Graduate School is convening advisory groups. Dr. Fraser asked whether the consultants advocated the addition of journal publishing. The provost replied that they did not advise publishing journals in the traditional sense, because that is not the trend. She said that students, in particular, are very comfortable with electronic media.

Recreational Sports-

The provost said that she and vice-president Harper are appointing a task force on recreational sports and are asking it to look at the current business model. She noted that demand far exceeds the supply of services, and that the adequacy of facilities is in question. She explained that because the general fund finances recreational sports, the facilities report to her office financially. Professor Thouless commented that club sports face financial challenges, as well. The provost agreed, but said that the task force will likely focus exclusively on recreational sports.

The guests left the meeting at 4:12 P.M.

LIAISON REPORTS

Budget Study-

Professor Riles reported that the Budget Study Committee held its first meeting on October 16 to discuss agenda items for the year. There will be follow-up investigations on last year's faculty salary studies to assess salary compression and the "ratchet effect" of administrative service. The committee is waiting to learn whether complete compensation information will be available for this year's studies and discussed complications from including such information.

The committee is also starting to look at total actual costs to students of attending U-M, including tuition, room and board, books, lab fees, etc, and including financial aid compensation.

AAAC-

Professor Riles reported that the AAAC met on October 24 to discuss several issues.

- In response to a previous request from the Provost, ideas were discussed for preparing for an event like the Virginia Tech massacre.
- AAAC met briefly with the Registrar, Paul Robinson, to discuss implementation of revised policies on final examination scheduling.
- Recommendations were developed for improving faculty participation in Fulbright fellowship interviews.

- AAAC discussed statistical distributions developed as part of the student success study, charged the subcommittee with writing a draft advisory report, and made suggestions for carrying out the study.

CESF-

Dr. Fraser reported that last Friday afternoon, representatives from SACUA and CESF met with Phil Hanlon, Jeff Frumpkin and Janet Weiss to talk about salary data issues. The faculty representatives expressed the goal of getting as close to W-2 data for faculty as possible, with breakouts for the different composite elements. The following questions were posed:

- To what extent have salary “compression” and salary “inversion” occurred for faculty at the University? Are some faculty groups affected more than others?
- Do faculty who receive salary support from grants (federal, private, endowment) have higher salaries than faculty who do not have salary from such grants?
- Do faculty who receive salary support from providing patient care have higher salaries than faculty in the same unit who do not receive such support?
- What proportion of the faculty receives salary support from a) administrative differentials, b) work overload (teaching, research, patient care, etc.), bonuses and other such forms of compensation?
- What relationship exists between teaching effort and salary support? Does it differ from unit to unit?
- What are the different elements that make up the W-2 figure, including base salary, grant funding, administrative differentials, incentive pay, stipends, "people pay (formerly Form G)," and any other University pay, salary supplements not directly related to teaching (and source: general fund/external funds administered by UM)?

Data which CESF already has from the probationary period study include gender, minority status, rank, school, year of terminal degree, status (current rank/ tenure track/clinical), years since appointment to tenure track (or equivalent for non-tenure track non-bargained faculty), years in current rank, and administrative appointment (program director and above)

Civil Liberties Board-

Professor Frier reported that the Board has been contacted about university policy to notify students if their computers are being used as servers to distribute copyrighted music files. RIAA has been seeking information about computers, and university has been intervening to notify students about abuses using their computers. CLB asks SACUA what its role should be. CBS- suggest that CLB chair meet with SACUA to discuss its charge.

AEC-

Professor Riles reported that the AEC is on track to commence evaluations according to its planned schedule.

Michigan Healthy Community Steering Committee-

Chair Smith reported that the committee is preparing its final report for the next five years of benefits. It is scheduled to go to the executive officers and SACUA in December.

OLD/NEW BUSINESS

SACUA discussed the text of the November Faculty Governance Update to the Board of Regents.

Professor Riles asked that the BGS degree be placed on the agenda for a future meeting. SACUA established a subcommittee consisting of Professors Riles and Friedman to look into the uses of the BGS degree.

Chair Smith reported that a new committee on academic standards has been appointed by the Athletic Director in reaction to issues raised by SACUA.

EXECUTIVE SESSION

The meeting entered executive session at 4:45 P.M. Topics included (1) operation of the Advisory Board on Intercollegiate Athletics, (2) BGS degree, (3) a personnel matter, and (4) definitions of research professors and research scientists.

The meeting adjourned at 5:13 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.
