

**UNIVERSITY OF MICHIGAN
REGENTS COMMUNICATION
Item for Information**

SUBJECT: FACULTY GOVERNANCE UPDATE

An important objective of SACUA in the 2018-19 academic year was to increase Faculty engagement in the governance process for Senate Assembly members, Senate Assembly Committees, and the University Senate. Actions taken towards this objective include a luncheon in October 2018 to build networks among committee chairs, monthly email newsletters to the University Senate, and visits to some department meetings on the Ann Arbor campus to educate and inform Faculty members about the Senate and their roles as University Senators. These efforts to build awareness will continue in the 2019-20 academic year.

Another objective was to promote increased due process in matters of concern to Faculty, such as grievance procedures and Office of Institutional Equity investigations. We participated in the external review of the Office of Institutional Equity processes, meeting with a representative of law firm Hogan Marren Babbo & Rose in August 2018. We discussed longstanding Faculty concerns about the OIE processes related to lack of due process in informing respondents of the charges against them, the lack of opportunity for Faculty appeals, and the long timeline of the process. Separately, we conducted a review of the grievance policies for 18 Ann Arbor units to assess their alignment with the model grievance policy posted on the Provost's website, preparing suggestions for improvements to be shared with the Provost's office.

We passed two resolutions related to due process matters. One is the Tri-Campus Principles of Due Process, which outlines core principles of due process that should be applied in all circumstances involving the evaluation of a Faculty member's conduct. These principles address fair investigations, sanctions, interpretation or modification of governance policy, and cases of dismissal or threat of dismissal. The second is the Resolution on Governance at all Levels, which specifies that Faculty should be involved in institutional shared governance at every level of academic responsibility on all U of M campuses, regardless of the naming conventions used on each campus (e.g., units, disciplines, departments, etc.).

SACUA's regular duties were also conducted, such as:

- Regular meetings with President Schlissel, Provost Philbert, and some of the University's Executive Officers and Deans.
- Overseeing the administration of committee meetings for the 19 Faculty Senate committees, including nominating members and chairs, supporting chairs with meeting scheduling, and posting and distribution of agendas and minutes. These committees are staffed by a total of 168 campus members, and each committee has a SACUA liaison.
- Hosting the University of Michigan Regent's Candidate Forum on October 15, 2018 attended by five of the candidates on the State of Michigan November ballot. The Forum is intended as a venue for Faculty members to hear from regent candidates and ask questions.
- Organizing the annual Davis Markert Nickerson Academic Freedom Lecture, which was held on November 28, 2018. The speaker was Dr. Gene Nichol, the Boyd Tinsley Distinguished Professor of Law at University of North Carolina, and his talk was titled "Academic freedom, new politics, old school censorship, and meaningful constitutional review."
- Attending the Big Ten Academic Alliance Governance Conference, held October 25-27, 2018 at the University of Iowa. The purpose of this conference is for the leaders of

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Faculty senates of the Big Ten to share information and best practices. Vice chair Beatty attended. We will be hosting the next conference in Ann Arbor on October 17-19, 2019.

- Overseeing the process of Faculty grievances to ensure compliance with college guidelines and university SPGs
- The development of training for Faculty Grievance Monitors (ongoing)

One of SACUA's responsibilities is to advise and consult with the President on matters of University policy. Accordingly, we advised on the following:

- The development of SPG 601.22: *Prohibitions regarding sexual, romantic, amorous, and/or dating relationships between teachers and learners*, which was implemented on February 18, 2019. SACUA provided review and comment on the draft, and its recommendations significantly improved the final SPG language.
- The "Blue Ribbon Panel" to recommend appropriate considerations and principles related to the intersection of Faculty members' political thought/ideology and their responsibilities to students, established on October 31, 2018 and chaired by President Emeritus James Duderstadt. SACUA had a private meeting with the panel on December 3, 2018.

Of note, we were not consulted in any way on the development of SPG 601.38: *Required disclosure of felony charges and/or felony convictions*, which was quickly issued by University Human Resources on February 1, 2019. SACUA notes that this policy is highly relevant to Faculty employment concerns and should be subject to the normal process of review and commentary, which the administration did not follow.

Lastly, SACUA and Senate Assembly passed the following governance resolutions:

- The approval of electronic voting for Senate Assembly, to be used if an urgent matter arises that cannot wait until the next scheduled Senate Assembly meeting, including over the summer recess. There will not be electronic voting at regular meetings with a quorum.
- The establishment of (1) the DMN Lecture Committee and (2) the Tri-Campus Committee which considers items that relate to the relationship between the three campuses or policies across the institution.

SUBMITTED: March 2019



Neil Marsh, SACUA Chair