Faculty Council - Minutes of March 27, 2019

Location: 320 TL (Library Director’s Conference Room)

Present: Ricardo Alfaro (Past Chair), Judy Haefner, Suzanne Selig, Aviva Dorfman, DJ Trela, Adam Lutzker, Nick Kingsley (AAAC), James Schirmer (Secretary/Chair Elect), Emily Newberry (Chair), Cathy Miller (CAC/BSP)

Absent: Sy Banerjee, Mickey Doyle

Guests: Tess Barker, Chris Giordano, Kazuko Hiramatsu

Meeting brought into session at 9:05am

Strategic planning and campus climate update
Faculty Council welcomed Tess Barker to discuss ongoing work related to university strategic planning, responses to the campus climate study, and the Ethics, Integrity, and Compliance Committee. T. Barker shared a draft timeline and template regarding the measurable progress of university strategic planning, stressing the importance of honoring and reflecting unit-level work in this area. Information about high level and cross-cutting initiatives as well as official communication about accomplished work is and/or will be available on the university strategic planning website. T. Barker also shared the development of a narrative about unit and institution responses to the five key findings of the campus climate study.

A. Lutzker asked about the likelihood of a future campus climate study, noting that Ann Arbor has a routinized cycle. T. Barker suggested the deans could advocate for something similar, but that such a decision belongs to the new chancellor. R. Alfaro noted that climate questions could be included in the AEC surveys next year. T. Barker observed the multiple audiences such surveys serve. DJ Trela recommended that the chancellor or a cabinet representative should offer routine presentations to CAC/BSP. T Barker said that she will suggest this, which has been on the chancellor’s mind, and also recommend it to the current CAC/BSP chair.

T. Barker then discussed the university-wide effort regarding ethics, integrity, and compliance, noting recent media efforts to raise awareness, including the new EICC website on which UM-Flint has representation. T. Barker also stressed that compliance is not just about checking boxes, but more about doing the right thing, and suggested the need for conversation about questions of navigability and
punctuality when reporting. T. Barker also shared a poster that will soon be up all over campus.

A. Lutzker asked about more detailed educational programming related to ethics, integrity, and compliance. T. Barker said that there are ongoing conversations about training and what needs to be done first, suggesting the possibility of periodic announcements as well as FAQs and a training resource repository. T. Barker also welcomed further ideas and discussion from Faculty Council.

**AAAC update**

N. Kingsley shared that AAAC is considering the adoption of a standard meeting timeslot. There is also persistent conversation about issues affecting enrollment and faculty morale, the committee’s role on campus, and how to be productive and not just putting out fires.

R. Alfaro suggested that there are ways around scheduling conflicts, noting that many CAS committees have standard timeslots. E. Newberry mentioned the possibility of adding day/time interest/preference on the interest survey from the Nominating Committee. S. Selig suggested the faculty code could encourage committees to set/establish a standard meeting time while also leaving up to the individual committee’s discretion.

**CAC/BSP update**

C. Miller shared that CAC/BSP is almost finished with a rubric regarding special revenue agreements and reminded Faculty Council of the upcoming budget town hall. DJ Trela noted budgetary uncertainty as related to allocation from the state. C. Miller also shared that there has been no talk of strategic planning.

Faculty Council also discussed the April 12 governing faculty meeting, raising questions about CAS voting results and a potential report from GECC. E. Newberry will reach out to GECC chair Jamile Lawand.

**Student affairs update**

Faculty Council welcomed Chris Giordano to discuss ongoing efforts to address campus climate, including forward movement on dedicated funding for MLK Day of Service and cohort celebrations for commencement. C. Giordano also shared work with the Culture of Respect Collective and NASPA to eradicate sexual violence on college campuses, noting that UM-Flint has plenty to learn but also has NASPA connections to lean on. C. Giordano expressed his strong intention to
recharge the Diversity Council as a campus leadership team by the end of April and to bring implicit bias training to our campus. He also shared the Hear My Voice resource, which is available to students as an online form through which to submit their concerns and complaints. More than once, C. Giordano stressed the enormous positive addition of David Luke, Director of the Intercultural Center.

N. Kingsley and R. Alfaro noted the need for training beyond faculty searches. C. Giordano suggested the possibility of diversity, equity, and inclusion (DEI) funding from Ann Arbor and how to get dedicated, trained staff here with intent to have a cohort of eight individuals. C. Giordano also mentioned the big role that the Diversity Council could play in this regard, using the Women’s Commission as a model to establish the Council for Fall 2019.

S. Selig suggested caution on selecting faculty for the Diversity Council, noting that the deans were asked in the past. C. Giordano acknowledged this point and said he is seeking to establish criteria first.

E. Newberry observed the solid overall turnout of students regarding the chancellor search town halls, stressing the importance of maintaining good communications and awareness of the classroom experience. E. Newberry also suggested future iterations of Faculty Council could and should support the work of Student Affairs. C. Giordano agreed, noting that these issues necessitate a joint, collaborative effort and a common purpose.

A. Lutzker stressed the importance of structural protections for directors like David Luke and Heather Johnson as well as the establishment of emerging small grants. C. Giordano said that monies still exist and that he plans to pursue donor identification for such funding.

IRB update
Faculty Council welcomed Kazuko Hiramatsu to discuss an apparently shifting timeframe for review of IRB on the Flint campus as well as intervention in the process by Ann Arbor. Mary Mandeville was called into a meeting in Ann Arbor and reminded of the desire to consolidate IRB across all three campuses.

S. Selig suggested the push for consolidation is for reasons of legal liability, that Ann Arbor’s intervention is disrespectful, and that this particular decision was made long ago. K. Hiramatsu said that it is disappointing and frustrating how Flint IRB’s expertise has been challenged. J. Haefner suggested the possibility of a financial incentive to IRB consolidation. K. Hiramatsu noted the convenient
timing of Mary Mandeville’s retirement in July.

K. Hiramatsu requested a statement of support for Flint IRB from Faculty Council. S. Selig will draft the statement with J. Schirmer. DJ Trela asked about the purpose for such a statement if the decision has already been made. S. Selig and R. Alfaro stressed the importance of having it on the record.

Due to a lack of time, review of administrators’ evaluative comments will be postponed to the April 10 meeting.

Meeting adjourned at 10:50am.