THE UNIVERSITY OF MICHIGAN
REGENTS COMMUNICATION

ITEM FOR INFORMATION

FACULTY GOVERNANCE UPDATE

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. University faculty governance has historically represented all three campuses, the Ann Arbor campus and regional campuses in Flint and Dearborn. The Ann Arbor CESF includes representatives from Dearborn and Flint. The regional campuses established additional faculty governance structures on their campuses to study and improve issues and involve faculty on their local campuses. This regional campus representation on both Ann Arbor CESF and their regional campus CESF committees explains the appearance of greater faculty involvement in faculty governance from the regional campuses. The Ann Arbor CESF, Dearborn CESF, and Flint CESF have reported to the Regents on an annual basis traditionally in June or July as fit the Regents' agenda.

The Committee on the Economic Status of the Faculty (CESF) advises and consults with the Regents and the University administration on budgetary matters as they pertain to the economic status of the faculty; formulates specific requests regarding salaries and fringe benefits for faculty members and presents an annual report to the Regents and faculty. CESF has developed a set of university wide faculty compensation guidelines. The CESF guidelines were presented to the Regents on April 21, 1998, and endorsed by the Senate Assembly on May 18, 1998. The CESF Guidelines call for basic standards of fairness and consistency:

- Compensation should be based on merit.
- The elements comprising merit within each school or college should be written and disseminated.
- The process of determining compensation should be open, without compromising the privacy of individuals.
- Meaningful communication with individual faculty members regarding their performance as it relates to the merit criteria employed by the school or college and the faculty member's compensation should be provided on a regular basis.

In addition, to foster confidence in the integrity of the decision-making process, CESF recommended that compensation policies should be:

1. Non-Discriminatory
2. Open
3. Consistent

4. Communicated
5. Include Peer Review
6. Accountable

For the 2010-2011 academic year, the Chairs of the Ann Arbor CESF, Dearborn CESF and Flint CESF have met with two Regents and presented their reports. The Regents as a group have not received the reports as yet as has been the customary practice. The Dearborn administration has challenged the data in the Dearborn CESF report, and this dispute has delayed the historically consistent reporting of CESF committees to the Regents as a whole. The Ann Arbor CESF (and Flint CESF I am told) continue to have excellent working relations with their respective administrations, which is particularly appropriate as many of the administrators are indeed members of the faculty. Moreover, we share a common goal of improving the University.

Respectfully submitted,



Fred Askari, Chair Ann Arbor CESF

(Submitted October 2011)

Regents' Bylaw 4.04. The Senate Assembly shall serve as the legislative arm of the senate…The assembly shall have power to consider and advise regarding all matters within the jurisdiction of the University Senate which affect the functioning of the University as an institution of higher learning, which concern its obligations to the state and to the community at large, and which relate to its internal organization insofar as such matters of internal organization involve general questions of educational policy.