

**The University of Michigan
University Senate
Motion #110325-1**

Motion to Make the Collegiate Travel Partners (CTP) Travel Service Optional

Whereas the mandate that University of Michigan faculty, staff, and students use Collegiate Travel Partners (CTP) to book air travel has proven inefficient, costly in terms of lost productivity, and often results in higher fares than personally booked itineraries;

Whereas faculty whose research funds are limited are highly motivated to find the lowest fares available and do not require a service to identify low fares;

Whereas faculty who book their own travel are offering a free service, while the additional 2% fee will decrease funds available for other travel expenditures, research and instruction;

Whereas any purported realized cost savings at the University level must be weighed against the increased faculty burden in terms of time and inconvenience, and the increased travel costs charged to faculty grants, contracts, and discretionary accounts;

Whereas the inability to book a ticket on Basic Economy further depletes available funds while not leading to refundable fares;

Whereas CTP offers no place to include a faculty member's green card or visa during booking, preventing online check-in and adding an additional burden to international faculty's check-in process;

Whereas if faculty cannot book directly through airline websites (and Delta in particular), they lose the ability to have a family member travel with them using a companion voucher;

Whereas CTP does not adequately support faculty who experience travel-related problems such as missed connecting flights;

Whereas restoring the practice of faculty self-booking would improve efficiency, save time that should be dedicated to research, teaching, and governance;

Be it resolved that the use of CTP (or other UM-affiliated travel agents) to book all travel, and air travel in particular, be made optional and that members of the UM community be allowed to book their own travel arrangements and air tickets directly, followed by reimbursement from approved UM accounts;

And be it further resolved that future service agreements affecting faculty research be discussed publicly and widely, through town halls and discussions with school faculty councils before making decisions.

***Movant:** Mark J. Kushner, William P. Allis Distinguished University Professor, Electrical Engineering and Computer Science, Chemical Engineering, Nuclear Engineering and Radiological Sciences*

Supporting Members:

Nazanin Andalibi, Associate Professor of Information

Angela Violi, Dennis Assanis Collegiate Professor, Mechanical Engineering, Chemical Engineering, Electrical and Computer Engineering

**The University of Michigan
University Senate
Motion #110325-2**

Resolution to End the “Pause” and Resume Gender Affirming Care, in Alignment with our University’s Values and the Mission of Michigan Medicine

Whereas the University of Michigan [announced on August 25, 2025](#), that the Michigan Medicine system would stop providing gender-affirming care for patients under the age of 19;

Whereas U-M’s Mission is “[to serve the people of Michigan and the world through preeminence in creating, communicating, preserving and applying knowledge, art, and academic values, and in developing leaders and citizens who will challenge the present and enrich the future](#),” and Michigan Medicine serves the people of Michigan by providing them with medically necessary care;

Whereas “[Michigan Medicine is a diverse place that endorses a culture of equity and inclusion](#)” and [Patient Rights and Responsibilities](#) prioritize [patient and family centered care](#) including “[involvement in care decisions](#)”;

Whereas, the patient right of “access to respectful care” asserts that “[y]ou will receive necessary care regardless of your . . . sex, gender identity and gender expression,” which includes medically necessary care for all trans people, and thus trans adults and youth under 19;

Whereas cisgender individuals under 19 years of age continuing to receive various medically necessary forms of care including hormones and hormone blockers, a disparity that renders the decision to withhold those treatments from trans individuals discriminatory;

Whereas the expert research and recommendations of UM Faculty, physicians, and researchers demonstrate that gender affirming care is medically necessary and lifesaving;

Whereas the serious mental health risks when transgender youth do not receive medically necessary care include [depressive symptoms, suicidal ideation, and suicidal behavior](#);

Whereas data-driven research has consistently shown that increasing stigma, exclusion, and inequity has a negative impact on the mental and physical health of members of the stigmatized community and adversely affects student learning, scholarly innovation, and research excellence;

Whereas data-driven research consistently shows that increasing inclusion and providing basic medical care for trans people of all ages improves the mental health of community members directly *and indirectly* affected by said medical care;

Whereas the American Academy of Pediatrics (AAP), the American Psychological Association (APA), American Academy of Family Physicians (AAFP), American Medical Association (AMA), the World Professional Association for Transgender Health (WPATH), and the US Professional Association for Transgender Health (USPATH) affirmed evidence-based inclusive care for transgender, gender diverse, and nonbinary individuals;

Whereas University of Michigan demographic data indicate that over 200 transgender or gender nonbinary/expansive undergraduate students aged 18 and under are no longer able to access critical gender affirming care services through University Health & Counseling that they pay for and are entitled to;

Whereas as the August 26th, 2025 [letter of Michigan Attorney General Dana Nessel](#) emphasized, the refusal to provide gender-affirming care for trans people “may constitute discrimination under Michigan law” and that “efforts to withhold or deny healthcare services because an individual is transgender would be discriminatory and risks inflicting irreversible harm on that individual”;

Whereas refusal to provide gender-affirming services for adults and youth under 19 violates Michigan Civil Rights protections against age discrimination;

Whereas the State of Michigan has joined 15 other states and the District of Columbia in [challenging](#) as unlawful the Trump Administration’s efforts to ban gender-affirming care for trans people under age 19;

Whereas U-M’s “pause” on gender affirming care for children and teenagers has led other medical providers to cease care as well, leaving institutions who continue to provide it overwhelmed;

Be it resolved that the University of Michigan Faculty Senate reaffirms its support for transgender, nonbinary, and gender-diverse folks and their right to comprehensive, accessible, and life-saving gender-affirming care;

Be it further resolved that the faculty urges the University of Michigan’s Board of Regents to direct Michigan Medicine to resume medically necessary gender affirming care for youth under the age of 19 without delay;

And be it further resolved that the faculty requests that the University of Michigan commit to support all members of its community in their preferred gender expression in all units of the University, to respect the rights of trans and non-binary community members, and to oppose and condemn their stigmatization in any form.

Movant: Rafael Neis, Jean and Samuel Frankel Professor of Rabbinic Literature, Professor of History and Judaic Studies, College of Literature, Science, and the Arts, Faculty Director of Arts Learning and Teaching, the Arts Initiative

Supporting Members:

Sean D. Johnson, Assistant Professor of Astronomy, LSA Collegiate Fellow, College of Literature, Science, and the Arts

Natasha R. Kumar, Assistant Professor of Obstetrics and Gynecology, Michigan Medicine

Melynda J. Price, Professor of Women's and Gender Studies, College of Literature, Science and Arts, Director of the Institute for Research on Women and Gender

**The University of Michigan
University Senate
Motion #110325-3**

**Resolution to Reject Participation in the “Compact for Academic Excellence
in Higher Education”**

Whereas on 1 October 2025 the Trump Administration presented ten conditions on federal funding to a group of peer universities as part of a “Compact for Academic Excellence in Higher Education.” These conditions would

- impose ham-handed federal government interference in admission decisions;
- require systematic surveillance of faculty members’ political views;
- mandate perverse changes to university governance structures and the closure of units deemed ideologically suspect;
- require suppression of campus protest and enforcement of specific definitions of sex, gender, and gender identity;
- limit international student enrollments; and
- require the University to screen out students who hold suspect views;

Whereas, as leading constitutional scholars Robert Post and Thomas Ginsburg have [explained](#), the “Compact” “imposes government orthodoxy” by seeking to “supplant intellectual competence with explicitly political criteria, to be determined by a political agency”;

Whereas entering into the “Compact” would [put a university at risk](#) of losing federal benefits to which it is legally entitled, based on the whims of the incumbent federal administration;

Whereas the “Compact” has been condemned by individuals and institutions across the political spectrum, including former Republican Secretary of Education [Lamar Alexander](#), the libertarian Cato Institute’s [Walter Olson](#), the [Foundation for Individual Rights and Expression](#), the [American Association of University Professors](#), and the [American Association of Colleges and Universities](#);

Be it resolved that the University of Michigan faculty opposes any capitulation by University administration to these or similar demands that undermine intellectual rigor, dynamic pedagogy, research excellence, and our proud tradition of intellectual leadership;

And be it further resolved that the University of Michigan faculty opposes any capitulation by University administration to these or similar demands that undermine individual constitutional rights, faculty governance, institutional autonomy, and our firm commitment to academic freedom;

And be it further resolved that the University of Michigan faculty commends the leadership of the Massachusetts Institute of Technology, Brown University, the University of Pennsylvania, the University of Southern California, the University of Virginia, Dartmouth College, and other institutions that have rejected the compact.

Movant: Julian Davis Mortenson, James G. Phillipp Professor of Law, UM Law School

Supporting Members:

Samuel R. Bagenstos, Frank G. Millard Professor of Law, UM Law School, Arlene Susan Kohn Professor of Social Policy, Ford School of Public Policy

Richard Primus, Theodore J. St. Antoine Collegiate Professor of Law, UM Law School

Endorsed by the Senate Advisory Committee on University Affairs (SACUA) on October 20, 2025

**The University of Michigan
University Senate
Motion #110325-4**

Resolution Demanding a Comprehensive Policy Addressing the Role of Generative Artificial Intelligence at the University of Michigan

Whereas new developments in generative Artificial Intelligence (genAI) hold both significant promise and [significant risk](#) for the pursuit of knowledge and the progress and well-being of humankind;

Whereas the University of Michigan (U-M) has pursued a non-transparent and insufficiently critical genAI strategy;

Whereas the University of Michigan has rolled out multiple forms of genAI to the community quickly and pushed their use aggressively with insufficient input from faculty, students, and staff and with few guardrails to help guide appropriate usage;

Whereas genAI policies significantly affect research and teaching, which are under the purview of the faculty, and thus require careful consultation with and guidance from the faculty;

Whereas genAI has significant [deleterious impacts on the environment](#), particularly with regard to [energy and water consumption](#);

Whereas preliminary research suggests that genAI can have [deleterious effects on users' cognitive development and skills](#);

Whereas faculty have reported that student use of genAI [threatens academic integrity](#) in the classroom and can adversely affect learning habits and outcome;

Whereas preliminary research suggests than genAI can have [deleterious effects on users' mental health](#);

Whereas financial experts [warn](#) with [increasing](#) frequency that AI technology may constitute an [economic bubble](#) the collapse of which would [constitute a serious threat](#) to the US economy;

Whereas developers of genAI technologies have violated the intellectual property rights of researchers, leading to at least [one sizeable settlement](#);

Whereas many of the main proponents of genAI technologies pursue ideological goals opposed to the values of U-M and to universities and democratic processes in general and it has been amply [demonstrated](#) that genAI output [can easily be ideologically manipulated](#);

Whereas the American Association of University Professors [has warned](#) that “the uncritical adoption of artificial intelligence (AI) poses a threat to academic professions through potential work intensification and job losses and through its implications for intellectual property, economic security, and the faculty working conditions that affect student learning conditions”;

Be it resolved that U-M formulate a comprehensive genAI strategy in broad consultation with faculty, students, and staff that insures that U-M employ genAI technology responsibly, offers faculty, students, and staff opportunities to learn how to use AI ethically, and addresses a) environmental concerns; b) pedagogic concerns with regard to academic integrity; c) pedagogic concerns with regard to the potential de-skilling of our students; d) concerns about student mental health; e) financial concerns both with regard to U-M's endowment investment in genAI technologies and with regard to U-M's genAI related expenditures; f) concerns about political and ideological interference in all genAI models in use at the University;

Be it further resolved that this strategy will be developed with significant input by faculty in all units, with no unit or discipline being over-represented;

And be it further resolved that this strategy be publicly presented and discussed in a series of town halls open to all members of the community.

***Movant: Silke-Maria Weineck**, Grace Lee Boggs Professor of Comparative Literature and German Studies, LSA*

Supporting Members:

***Daniel Andrew Birchok**, Associate Professor of Anthropology, College of Arts, Sciences, and Education, UM-Flint*

***Gretchen Keppel-Aleks**, Associate Professor of Climate and Space Sciences and Engineering, College of Engineering*

***Emily Luxon**, Associate Professor of Political Science, Department of Social Sciences, College of Arts, Sciences and Letters, UM-Dearborn*

***Emmanuelle Marquis**, Professor, Materials Science and Engineering, College of Engineering*

***Will Strobel**, Assistant Professor, Departments of Comparative Literature and Classical Studies, LSA*

**The University of Michigan
University Senate
Motion #110325-5**

**Call to Restore Funding for Consulting for Statistics, Computing, and Analytics Research
(CSCAR)**

Whereas the University of Michigan’s Consulting for Statistics, Computing, and Analytics Research (CSCAR), established in 1946, has for nearly eight decades provided high-quality, no- or low-cost statistical consulting and software support to students, faculty, and staff across the University, promoting rigorous and reproducible research practices in all disciplines;

Whereas, according to data shared by CSCAR leadership, the unit handled over 2,300 consulting requests between January and November 2024 alone, with users across colleges and schools, including the Medical School, LSA, Public Health, Engineering, Ross School of Business, Information, and others, demonstrating its broad and indispensable reach across the research enterprise;

Whereas CSCAR operates with remarkable efficiency, running on the equivalent of only 3.5 full-time staff positions (as reported in the Michigan Daily on August 28, 2025), representing a minimal investment relative to its vast impact on research quality, grant competitiveness, and educational excellence;

Whereas CSCAR allows faculty and research teams to seek expert statistical and computational support that their departments may lack, helping to ensure methodological soundness and enabling more ambitious and innovative research designs;

Whereas CSCAR contributes to the educational mission of the university by offering students access to free, as-needed statistical assistance that allows them to successfully complete dissertations, honors theses, and other independent research projects;

Whereas CSCAR provides low-cost continuing education opportunities in the form of applied workshops for students, faculty, and staff, enabling ongoing skills development among the campus scientific community, including opportunities to learn new and emerging methodologies and computational tools, enhancing the university's ability to compete for external funding, and contributing to professional satisfaction;

Whereas having unlimited access to CSCAR services is a perk that aids in the recruitment of faculty candidates, providing a competitive advantage over peer universities;

Whereas the work of CSCAR consultants has directly contributed to significant scholarly advances, including co-authorships on publications and methodological innovations that have appeared in top-tier journals;

Whereas consultations with CSCAR staff have frequently led to enduring research collaborations between methodologists and substantive experts, resulting in successful external

grant proposals and thereby generating indirect cost recovery and advancing the University's research portfolio;

Whereas CSCAR provides critical training opportunities for statistics graduate students and early-career researchers to gain experience in applied consulting, strengthening the University's teaching and mentorship missions while creating a bridge between methodological and substantive domains;

Whereas the closure of CSCAR, announced by the Office of the Vice President for Research during the summer vacation as part of a restructuring, occurred without adequate faculty consultation or transparent review, undermining shared governance and the University's stated commitment to research excellence;

Whereas community members, including students, postdoctoral researchers, and faculty, have expressed deep concern that the elimination of CSCAR will erode the quality and integrity of research across the University, and that existing alternatives do not represent the full range of CSCAR services; moreover, they are fee-based and far less accessible;

Whereas the decision to shutter CSCAR is particularly troubling given that it targets a unit central to the University's core mission of supporting high-quality, ethical, and innovative research, at a time when preserving research rigor is more critical than ever;

Whereas attempts to claim that alternatives to CSCAR exist have proven in some cases to be inaccurate;

Whereas, in summary, the pending closure of CSCAR sends a signal that the University, to save a tiny amount of money, is willing to see an erosion of a key part of the institution that has served to enhance quality control and research integrity for large parts of the campus;

Be it resolved that the University Senate calls upon President Domenico Grasso and the University's executive leadership to fund CSCAR at or above its current funding level of 3.5 FTEs, drawing upon discretionary or other institutional funds under their purview, to ensure continued campus-wide access to expert, equitable, and high-quality statistical and computational research support;

And be it further resolved that the Senate affirms that maintaining CSCAR aligns with the University's foundational values of research integrity, collaboration, and shared governance, and that any future structural changes that would serve to decrease the University's support for quality control, research integrity, and overall quality and rigor should involve transparent consultation with affected faculty, students, and staff.

Movant: *Brady West, Faculty Associate, Population Studies Center, Research Professor, Survey Research Center, Institute for Social Research, Adjunct Lecturer in Quantitative Methods and*

Social Sciences Program, College of Literature, Science, and the Arts and Research Professor, Biostatistics, School of Public Health

Supporting Members:

Rachel Best, Associate Professor of Sociology and Director Graduate Studies, Sociology, College of Literature, Science, and the Arts

Michael Elliott, Professor of Biostatistics, School of Public Health and Research Professor, Survey Research Center, Institute for Social Research

Mary Janevic, Research Associate Professor, Health Behavior and Health Equity, School of Public Health and Faculty Associate, Population Studies Center, Institute for Social Research

John Kubale, Research Assistant Professor, Inter-university Consortium for Political and Social Research, Faculty Associate, Survey Research Center, Institute for Social Research and Adjunct Lecturer in Quantitative Methods and Social Sciences Program, College of Literature, Science, and the Arts

Jordan Siegel, Professor of Strategy and Michael R. and Mary K. Hallman Fellow, Stephen M Ross School of Business

Abram Wagner, Assistant Professor of Epidemiology and Assistant Professor of Global Public Health, School of Public Health

**The University of Michigan
University Senate
Motion #110325-6**

A Resolution Asking the University to Invest the Necessary Resources to Make Our Digital Materials Accessible

Whereas faculty strongly support the goal of making all digital course materials fully accessible in the interests of better serving our students;

Whereas Title II of the Americans with Disabilities Act requires public entities serving 50,000+ persons to achieve WCAG 2.1 Level AA accessibility for all websites and mobile apps by April 24, 2026;

Whereas non-compliance with federal requirements puts the University at risk for both lawsuits and federal interference;

Whereas SPG 601.20 requires all units, faculty, and staff to comply with the accessibility requirements;

Whereas the University Digital Accessibility Strategy timeline Phase 2 entailed making tools available and communicating with employees during the previous academic year;

Whereas the University has not sufficiently consulted with faculty about our needs and still has not made sufficient tools available to make all of our digital course materials compliant;

Whereas the deadline is less than six months away;

Whereas faculty lack the expertise and time to complete the extremely time-intensive, technically difficult, and possibly impossible tasks required for full digital accessibility of our course materials;

Whereas centralized tools and processes to undertake these tasks would be faster, more compliant, and more cost-effective than thousands of faculty members individually having to learn about and implement the necessary steps;

Be it resolved that the University rapidly deploy sufficient resources toward implementing and making available tools and processes that would relieve the faculty of this additional workload and achieve the goals that we all support.

Movant: Julie Boland, Professor of Psychology and Linguistics, LSA

Supporting Members:

Kentaro Toyama, W. K. Kellogg Professor of Community Information, School of Information

Jon Zelner, Associate Professor of Epidemiology, School of Public Health

**The University of Michigan
University Senate
Motion #110325-7**

Motion to Restore Fair Rules and Rule of Law to the University

Whereas fair rules and the rule of law are under attack in the United States and worldwide;

Whereas unfair rules have historically been used to discriminate against and harm targeted groups at the national level (e.g., Jim Crow laws used to target Black Americans) and at the University of Michigan (e.g., the removal due process in SSRR, to target student human rights protesters);

Whereas the University of Michigan is a public institution with a responsibility to treat all of its faculty, staff, and students as citizens, to commit to shared governance, and to be transparent and democratic in how rules are modified;

Whereas although the Statement of Student Rights and Responsibilities (SSRR) has always followed a formal process in which the Regents, the faculty Student Relations Advisory Committee (SRAC), and Central Student Government collaboratively amend the code of conduct, President Grasso recently added language breaking with this tradition. Now, “The Board of Regents maintains the right to modify the Statement outside of the traditional amendment process”;

Whereas University administrators have overturned at least three unanimous decisions by faculty grievance panels in the past year alone;

Whereas the University administration has been disregarding its own stated procedures in cases such as the firing of Director of the Office of Academic Multicultural Initiatives Rachel Dawson;

Whereas the University has amended its SSRR to move away from a fact-finding, due process, and restorative model to one that empowers complainants-for-hire and administrators, discounts “fairness,” and prioritizes “swiftness”;

Be it resolved we call for the university to adopt the SRAC’s proposed amendments to the SSRR, especially those which undo the Regents July 2024 unilateral changes, to ensure that the code is amended by student, faculty, and regents collectively, and provide respondents with a Hearing Board and ensure that the Hearing and Appeals’ Boards findings are respected;

Be it further resolved we call for the administration to publicize the full findings and any dissents of committees convened to discuss policy issues, such as Institutional Neutrality or diversity statements;

And be it further resolved we call for the administration to respect the findings of faculty grievance panels and to ensure that hearing boards made up of faculty, students, and staff play a role in the SSRR process, and to accept their decisions.

***Movant:** Scott Greer, Professor Health Management and Policy, School of Public Health*

Supporting Members:

Germiné Awad, Professor of Psychology, LSA

Craig Smith, Librarian, U-M Library

Stefan Szymanski, Professor of Sport Management, School of Kinesiology

**The University of Michigan
University Senate
Motion #110325-8**

Resolution Regarding New H-1B Policies

Whereas [in 2024 there were 773 H-1B visa-holders employed at the University of Michigan](#), in all three campuses and in all of our schools and colleges, meaning that there are more H-1B visa-holders at Michigan than at any public university in the United States;

Whereas Michigan Medicine employs hundreds of H-1B visa-holders, and whereas these highly-qualified colleagues provide specialized health care to the citizens of the State of Michigan and of the United States;

Whereas U-M teaches 67 different foreign languages to its students, and relies extensively on H-1B visa-holders to maintain this ambitious language program;

Whereas the College of Engineering employs at least 305 H-1B, J-1 and other visa-holders, who do the vital work of scientific and technological research;

Whereas on Friday, 19 September, [President Trump issued a Presidential Proclamation titled “Restriction on Entry of Certain Nonimmigrant Workers.”](#) which imposes a fee of \$100,000 on all new holders of H-1B visas;

Whereas [the chaos and confusion that attended this announcement](#) has already created great anxiety among our international colleagues;

Whereas these new fees will make it effectively impossible for U-M to hire most H-1B visa-holders, depriving us of their expertise;

Be it resolved that the faculty of the University of Michigan deplore this new policy, for it runs counter to the interests of our University, the people of the State of Michigan, and the nation;

Be it further resolved that we ask our U-M administration to offer all possible support to international faculty, staff, and students, who are dealing with so much stress and anxiety;

And be it further resolved that we ask our elected representatives at all levels of government to exert their influence to overturn this deleterious policy.

Adopted by the Senate Assembly on September 22, 2025.

Senate Assembly Approval Certified by Derek Peterson, Senate Assembly Chair; Ali Mazrui Collegiate Professor of History and African Studies, Associate Chair, Department of History, Professor of History and Professor of Afroamerican and African Studies, College of Literature, Science, and the Arts.

**The University of Michigan
University Senate
Motion #110325-9**

Statement Concerning the Presidential Search Committee

We, the faculty of the University of Michigan, strongly disapprove of the exclusion of representatives of elected faculty government from [the Presidential Search Committee](#). We are pleased that representatives of undergraduate and graduate student government have been placed on the committee, and we are likewise pleased that a number of distinguished faculty colleagues have been placed on the committee. But hand-picking faculty members differs from choosing duly elected representatives of the faculty. Elected faculty government ought to have a voice in the selection of our next president.

The American Association of University Professors (AAUP) advises that presidential committees must consist of individuals elected by the faculty to represent the faculty and to solicit opinions from the faculty as a whole, “[thereby broadening the mandate](#) for the candidate who is ultimately selected to become president.” At Michigan, faculty government exists precisely to represent the interests of the 7,600 members of the faculty about matters that pertain to institutional governance. The absence of even a single representative from faculty government undermines the committee’s ability to gauge faculty priorities and risks detaching the search process from a wider discussion about the important matters that now press upon our University.

As a matter of principle, executive search committees at UM ought to have among their members representatives of faculty government. By this means, the university’s leadership will, we hope, better reflect the interests and priorities of the teachers, scholars, clinicians, and researchers who sustain the institution.

Adopted by the Senate Advisory Committee on University Affairs on September 8, 2025.

Adopted by the Senate Assembly on September 22, 2025.

SACUA and Senate Assembly Approval Certified by Derek Peterson, SACUA/Senate Assembly Chair, Ali Mazrui Collegiate Professor of History and African Studies, Associate Chair, Department of History, Professor of History and Professor of Afroamerican and African Studies, College of Literature, Science, and the Arts.