



Committee on Oversight of Administrative Action (COAA) Minutes

February 26, 2021

11:00 to 1:00

Zoom

Circulated: April 9, 2021

Approved: April 9, 2021

Attending: John Pasquale (Chair), Thomas Braun, Gabriela Hristova, Donald Likosky, Karen Staller, Chuanwu (Wu) Xi, Annalisa Manera (SACUA Liaison), Hani Bawardi, Christina Young, MaryJo Banasik and Elizabeth Devlin

Absent: Ella Kazerooni, Carolyn Swenson

Guests: Colleen Conway, SACUA Chair

Guidepost Solutions Discussion:

Asha Muldro, Senior Managing Director & Deputy General Counsel, Guidepost Solutions

Bradley Dizik, Senior Managing Director, Guidepost Solutions

1. **Guidepost Solutions:** Asha and Brad introduced themselves and let the committee know that they are making their way around campus to various groups of stakeholders and faculty being one of the significant groups to be able to meet the charges they have been given.
 - a. Charges
 - i. Charged with helping to implement the WilmerHale recommendations following the Philbert investigation.
 - ii. Charged with how to change the culture as a whole to create a place where people feel safe from sexual harassment and workplace retaliation.
 - iii. Primary focus is looking at the processes from a holistic approach.
 - What are the processes for hiring, promotion, tenure selection?
 - What is the policy around workplace retaliation, what are the controls to really help strengthen those things, what are the controls around mitigation plans?
 - What is the overall university culture and statement of values, that are held out and held dear?
 - Holistic framework of education, prevention, investigation and policies all in a network of support.
 - Requesting insights, thoughts and guidance to inform the process. This is an open dialogue. If a committee member has some thoughts after the meeting that they would like to share Guidepost, they can be reached at via email (will insert guidepost solutions email).
 - b. Guidepost background – company comes in post crisis situation to help implement large scale cultural change. They are taking a holistic approach; Brad is leading the cultural change effort and has been doing this type of cultural change work in various other institutions.
2. **Guidepost Solutions Open discussion:** COAA is specifically focused on three areas including, faculty grievances, Office of Institutional Equity, and the evaluation process of administrators.
 - a. Culture change-how is that defined, difficult to answer, think of something that is qualitative difficult to measure when trying to change how can you quantitatively measure outcomes one of the ways to do that is to look statistically at the data of what is going on prior to cultural journey and what are the outcomes after you introduce different initiatives.
 - b. Units vary dramatically in terms of culture, there is a variability of awareness around issues, there is the unit culture and the university culture.
 - i. The university does not currently have Benchmarking through the AAU lens. 48 of the 58 institutions have a centralized compliance monitoring and support function, which the university does not have. There is no commonality across departments.



6. COAA Committee:

Chair Pasquale views the process of defining the committee deliverables as multi-year steps to put the information together in a meaningful way. After gathering the information, the committee can then proceed to define what the committee will do.

Meeting adjourned 12:29pm.

Respectfully submitted by,

Elizabeth Devlin
Faculty Senate Office