

**Committee on Oversight of Administrative Action  
Meeting Minutes**

October 21, 2021

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Present: Thomas Braun (Chair), Caitlin Finlayson (SACUA Liaison), Hani Bawardi, Naomi Binnie, Adam Burak, Arlo Clark-Foos, Gabriela Hristova, Donald Likosky, Massy Mutumba, John Pasquale, Karen Staller, Chuanwu “Wu” Xi

Chair Braun called the meeting to order at 2:32pm and welcomed the committee members.

The committee members introduced themselves.

Chair Braun reviewed protocol for interactions and discussion. He requested that members raise their hands for comments/questions and welcomed the use of chat.

**Topic 1: Results from last year: [COAA final report from 2020-21](#)**

Chair Braun shared the report from last year and reviewed the committee’s progress including topics and guest speakers. Chair Braun brought topics forth from last year for the committee to consider pursuing this year.

One of the topics from the previous year was the Administration Evaluation Survey. The committee had discussed the process of the survey and the review of survey data. The Administration Evaluation Committee (AEC) does not review the results and it was proposed that COAA conduct this review. AEC primarily administers the survey and handles the logistics.

SACUA is working with the provost’s office to have the results from the evaluations go to the appropriate supervisor. COAA’s review would ensure that any issues/complaints raised could be appropriately addressed or elevated as needed.

Chair Braun indicated that this is an area that COAA could impact for the coming year, in understanding how the survey will work in the future and how it will work on other campuses.

Chair Braun touched upon the other topics included in last year’s discussion of ECRT (previously OIE) and the grievance process. These are topics that the committee could continue to pursue if they so choose.

SACUA Chair Liu had asked Chair Braun to bring to the committee for discussion the Faculty Senate Motion one about Work Connections.

Chair Braun shared with the committee Motion One about Work Connections and reviewed

the resolutions in the motion.

BE IT RESOLVED that the University direct Work Connections to validate and support all medically supported requests to work remotely and not substitute their own judgment for that of requesters' physicians; and

BE IT RESOLVED that if medical recommendations require an instructor to socially distance, and if this distancing is not possible, that the instructor be allowed to work remotely; and

BE IT RESOLVED that Work Connections be re-organized and re-conceptualized with significant input from elected faculty governance and representatives of other affected constituencies; and

BE IT RESOLVED that the university institute processes by which determinations by Work Connections can be appealed; this process must be independent while maintaining strict confidentiality if requested.

The committee discussed the following to move forward with the Work Connections issues.

- Invite Silke Maria Weineck, the person who brought forth Motion One, to a future meeting.
- Invite Work Connections to a future meeting to discuss their process for determining basis for rejection/approval of requests.
  - Obtaining more background information about Work Connections.
  - Clarifying Work Connections organizational structure.
- Recommendation of instituting an appeals process.

\*The total number of rejected applications based on the President's Office data was 28 and a breakdown of those cases can be found at this link: <https://president.umich.edu/news-communications/letters-to-the-community/a-message-to-the-university-of-michigan-faculty-senate-2/>

Faculty Grievance Resources

- One of the COAA charges was to create a standardized form for Faculty Grievances. Currently there are different forms for each school/college.
- The process for filing a grievance for administrators above a certain level are currently not defined.

Future topics:

- Academic Freedom, teaching rights and tenure system.
  - What due process does the administration have to follow to remove faculty from the classroom?

**Action Items:**

- Chair Braun will either reach out to Silke-Maria Weineck or Work Connections to invite to a future meeting.
- Chair Braun will bring the committee's questions regarding Work Connections to the SACUA Chair.
- Chair Braun will ask SACUA Chair Liu where the COAA survey review results should be submitted after COAA review.
- The COAA minutes from last year regarding AEC will be circulated to the committee for review.



- Chair Braun will ask if administrator evaluations are uniform across all three campuses.
- Chair Braun will meet or invite the AEC chairs to a future meeting to discuss how the survey will be conducted in the future.

Meeting was adjourned 3:30pm.

Respectfully submitted

Elizabeth Devlin  
Faculty Governance Coordinator  
Faculty Senate Office