

Committee on Oversight of Administrative Action (COAA)

Minutes

11:00a-1:00p

1/22/21

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Attending: John Pasquale (Chair), Kenneth Adams, Thomas Braun, Gabriela Hristova, Ella Kazerooni, Donald Likosky, Karen Staller, Chuanwu (Wu) Xi, Annalisa Manera (SACUA Liaison), Hani Bawardi, Carolyn Swenson

Absent: Christina Young

11:02 Chair Pasquale called the meeting to order.

Minutes were approved for 11/13/20 and 12/18/20

During the February meeting the committee will meet with Guidepost Solutions. Guidepost Solutions has been asking about climate on campus. They will talk about their purpose, and there will be time for questions.

Chair Pasquale noted that how administrator evaluations have been handled may be a future topic. The committee may provide feedback and help make recommendations to SACUA.

Committee members discussed issues with institutional climate. It was noted that there is no process in place to protect a faculty member from a person in power above them. The Faculty Ombuds may have a conversation, but they can't do anything else. It was noted that there is no mechanism in place to raise a complaint against the provost short of going outside the university and hiring an attorney.

Committee members expressed concern about administrator evaluations disappearing after being sent to the individual evaluated. There is no record after the evaluation is sent out. There is no access to comments, and there is no accountability. It was noted that teaching evaluations are there forever, and it was questioned why the evaluation of administrators disappears.

Surveying peer institutions was suggested.

It was suggested that the momentum should be followed to do what makes sense.

It was suggested that whenever process goes to OIE, the administrator should be required to sign a paper confirming their action or inaction and why, which would go in the file. This would provide some accountability.

11:20 WilmerHale – recap of AAAC meeting.

When an administrator sees a comment, no one else sees it, and then they know who made the comment, with leads to retaliation.

It was noted that 2% of OIE cases are found in favor of the victim. The process allows OIE to sit on a case for weeks, and then require a respondent to reply within 5 days.

Chair Pasquale solicited big picture topics based on the WilmerHale report.

It was stated that reporting is a good start.

WilmerHale looks at existing information, but doesn't really interview people. The utility of the WilmerHale recommendations were questioned based on research in ADVANCE on sexual harassment.

It was noted that WilmerHale was commissioned by the president. The next consultant was selected by the Regents.

Concern was expressed about enablers on campus and a lack of accountability. Recurring patterns were noted, with grievances not resulting in any action, and an inability to have rulings enforced.

It was asked what the Regents' role is in this process. It was proposed that a Regent could be invited to attend a meeting, such as Regent Denise Ilitch.

It was questioned whether the university has the will and whether they care to change. Processes should align with the university's core values and beliefs.

It was suggested that a conversation with the president could be helpful. It was noted that sometimes with a cultural review, there is a tendency to aggregate information without reporting across units. It was asked how the non-faculty component get incorporated into this work.

It was suggested that the committee get a clear idea of what they could like to communicate to the president before inviting him. Meetings should be postponed until the committee is ready.

The committee will meet with Guidepost Solutions during the February 26 meeting.

Sascha Matish from Academic Human Resources is planned to attend in March.

The April agenda is to be determined.

It was suggested that the committee articulate the values from which they are operating which could be used as they identify the flaws in the system.

It may be helpful to have flowchart helping faculty to know where to go.

MaryJo shared the link to Resource on the FSO site: <https://facultysenate.umich.edu/resources/>

The committee will work on a flowchart resource.

It was asserted that it's easier to change the structure than the culture, but the structure is not preventing issues from happening.

12:09 meeting adjourned