



Committee on Oversight of Administrative Action (COAA) Minutes

April 9, 2021
11:00 - 12:00 pm
Zoom

Circulated: May 20, 2021

Approved: May 24, 2021

Attending: John Pasquale (Chair), Thomas Braun, Gabriela Hristova, Ella Kazerooni, Karen Staller, Chuanwu (Wu) Xi, Hani Bawardi, Christina Young, and Elizabeth Devlin

Absent: Carolyn Swenson, Annalisa Manera (SACUA Liaison), Donald Likosky,

Chair Pasquale called the meeting to order at 11:02

1. **End of year report plans:** Chair Pasquale informed the committee that the primary focus of the meeting would be preparing for the report that will be sent to SACUA/Senate Assembly and requesting the committee's feedback.
 - a. In terms to the committee charge regarding OIE there are some outstanding questions from the committee.
 - i. Grievance process towards an administrator.
 - ii. Issue of no exit interviews, having a formal and described process.
 - iii. No standardized follow-up with the unit about grievance decisions.
 - iv. Academic HR procedures and guidelines are not well defined or established.
 - o Committee can review these issues and look for more clarity next year.
2. **Priority Issues for next year, recommendations:**
 - a. Grievance process
 - i. Advocates that are very familiar with the process to help coach faculty members.
 - ii. Process of grievance of OIE decisions.
 - iii. Committee members recommended inviting a speaker from General Counsel's office attend a meeting.
 - iv. What are the enforcement mechanisms or the follow through on decisions made by OIE.
 - v. If there are formal processes for outside legal counsel.
 - vi. Ombud's process and role in advising faculty, and if there is a mediation component.
 - b. Administrative Assessment
 - i. Annual assessments for administrators and what is the evaluation process for a higher position, for example a provost.
 - ii. Obtain additional information about the 360-assessment process.
 - iii. Consideration for annual assessments for administrators versus the current 360 review process.
 - iv. Clarify the Administration Evaluation Committee survey process and desired outcomes.
 - c. Impact Dearborn and Flint U-M Campuses
 - i. Invite speakers from representative offices from the Dearborn and Flint campuses to COAA to discuss differing policies and processes.
 - d. Investigate the 5.09 policy.
3. Motion to pass and approve the Minutes for 9/25/20; 10/23/20; 2/26/21; 3/19/21 was made and seconded, there being no further discussion the motion passed, and the minutes were approved.

Chair Pasquale requested that committee members interested in Chairing COAA for the next academic year to reach out and he will pass the recommendations to the Faculty Senate Office.

Graduate Student committee member Christina Young was invited to share her experience on the committee. She shared what she learned by attending COAA throughout the academic year.



Chair Pasquale thanked the committee for their time and service and that the work of the COAA will be an ongoing multiyear process. This year was successful in identifying areas for the committee's review.

Meeting adjourned 12:29pm.

Respectfully submitted by,

Elizabeth Devlin
Faculty Senate Office