

Committee on Oversight of Administrative Action (COAA)  
11:00a-1:00p  
9/25/20

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**Attending:** John Pasquale(Chair), Thomas Braun, Chuanwu (Wu) Xi, Karen Staller, Ella Kazerooni, Donald Likosky, Kenneth Adams, Gabriela Hristova, Annalisa Manera (SACUA Liaison), Christina Young

**Absent:** Carolyn Swenson (Excused), Hani Bawardi

11:02 Committee meeting called to order.

Chair Pasquale asked committee members to introduce themselves.

11:15 The committee discussed the committee charge.

- Set up a structure that encompasses three areas
- What data will be needed to help identify areas of concern
- Transparency, to make sure that the information shared is taken seriously and not perceived as clandestine
- Faculty facing component and the administration component
- Work with the administration
- Committee member volunteers as point person for each task
- Rank order of what is most important

Specific Actions the committee can take

Chair Pasquale shared the thought of looking at three different areas that he sees the committee working on and identifying where the committee should put its focus.

### **Faculty Grievance Process:**

- Institutional memory maintained in administration but due to turnover not in the faculty governance part of the process.
- Flag in the policy where FG has a solid role in collecting information.
- How are faculty evaluated and are there external issues coming into the internal process.
- What is personal vs. professional activities.
- No system to follow up with those who had experiences in the process to receive their feedback from their experience.
- What can be done to protect innocent bystanders in these processes.
- Can the university be used in a grievance process that the university has accessed. What are the boundaries.
- Students with critical information for 5.09 did not want to participate due to fear of retaliation.

### **Administrative Evaluation**

- AEC process unclear and where all that information is going and being used.

- What is the purpose of AEC is not clear.
- Administrators not reading information that is provided by AEC
- Does the university have the right to faculty metadata that tracks

**Data**

- Zoom data – who has access and who owns it?
- Should there be a different process for faculty vs. how the Philbert case was handled.
- Should the option for external investigations be available to all faculty

**Actions:**

- A Google folder will be created to share ideas and feedback,
- FSO staff will put together information regarding peer institutions and the structures they have in place.

**Upcoming meetings:**

- October 23, 2020 – Tami Strickman
- November 13, 2020 – University Ombuds
- December 18, 2020 – Administrative Evaluation Committee (AEC)