



**Academic Affairs Advisory Committee  
Minutes**

Friday, October 29, 2021  
8:30am – 10:00am  
In person: Fleming Admin Building, Room 4006  
Zoom

Minutes Circulated: January 7, 2022  
Minutes Approved: January 11, 2022

**Present (in person):** Rachel Goldman (Chair), Provost Susan Collins, Christine Gerdes, Aubree Gordon, Rebekah Modrak, Bill Schultz, MaryJo Banasik, Elizabeth Devlin

**Present (virtual):** Tom Braun, Andrew Chang, Frank Pelosi, Mark Rosentraub, Priti Shah, Chitra Subramanian, Sergio Villalobos, John Pasquale,

Absent: Bruno Giordani, Caitlin Finlayson (SACUA Liaison)

**Guests:** Tim Wood (virtual), Senior Director, University Human Resources and Gloria Hage (in person), Associate General Counsel

Chair Goldman called the meeting to order at 8:34am and welcomed the members to the meeting.

Chair Goldman reviewed the agenda with the committee and briefly gave an overview of the topics for discussion.

Chair Goldman and the committee discussed SACUA Code of Conduct.

The committee approved the consent agenda and the AAAC October 1 meeting minutes were approved with one minor adjustment to mark committee member Schultz as absent during the last meeting.

**9:00am – Provost Collins and Christine Gerdes joined the meeting.**

Provost Collins discussed the SACUA Code of Conduct with the committee as a guideline on how to work together at future meetings and best practices for maintaining confidentiality.

**Faculty Senate Motion #3: Methods of Instruction:**<https://facultysenate.umich.edu/wp-content/uploads/2021/10/Moton-3-Faculty-Senate-10-4-21.pdf>

Chair Goldman introduced the Faculty Senate Motion #3 to the committee for discussion at the request of SACUA.

Provost Collins restated that the decision was made to prioritize in person instruction a month ago in accordance with the Board of Regents' desire to return to residential teaching.

The committee discussed teaching modality during lockdown and the current pandemic



environment. Provost Collins noted that the default teaching modality is residential. The committee discussed having a campus-wide policy or guideline for when changing teaching modality would be appropriate for faculty.

The committee discussed the university's responsibility to provide a safe work environment for employees.

Provost Collins indicated that the university has continued to work very hard to provide as safe an environment as possible for university employees. Employees with personal health conditions have a process that involves Work Connections. Work Connections will work with SACUA to put together the experts that understand how the process works.

The committee discussed how teaching modality is evolving because of the new virtual teaching environment and what was learned during the pandemic. They discussed some flexibility for faculty experiencing special situations not related to COVID.

**Anti-Retaliation Policy** – Tim Wood, Senior Director, University Human Resources and Gloria Hage, Associate General Counsel joined the meeting.

Tim Wood introduced the draft Anti-Retaliation policy to the committee giving a brief overview and noting that the process is a follow up to recommendations from Guidepost Solutions, which had recommended that the university needed a stand alone policy that prohibits retaliation.

Wood invited the committee's feedback on the clarity of the policy. The committee discussed training in terms of the target audiences and content for the training of those individuals who may be the recipients of retaliation complaints. Wood indicated that they are planning to roll out training with more in depth training sessions planned in the future. The resources that will be provided will be for confidential offices like the Ombud's and other non-confidential offices with reporting obligations.

The committee asked if the retaliation document will discuss the process and what happens when retaliation is reported. Gloria Hage confirmed that the document will contain the process, and that the policy is designed to enhance awareness in training and other efforts. These efforts are to create a culture where people know how to report retaliation and a culture where fear of reporting is lessened.

The committee discussed the importance of change to institutional culture, to educate about culture and to produce practical descriptions and measures regarding retaliation.

Chair Goldman suggested that perhaps incorporating a theme of prevention of retaliation and not just reporting could be a helpful strategy.

Provost Collins shared that this is an important effort and asked the committee to feel free to send ideas or suggestions on how to implement this policy effectively to her. The meeting was adjourned at 10:00am.

Respectfully submitted by,  
Elizabeth Devlin  
Faculty Governance Coordinator