



### **Committee on Oversight of Administrative Action (COAA)**

Minutes of Meeting: 11/17/22

Circulated: 12/9/22

Approved: 12/16/22

Present: Karen Staller, Chuanwu (Wu) Xi, Donald Likosky (Chair), Naomi Binnie, Adam Burak,

Absent: Hani Bawardi, Tom Braun, Arlo Clark-Foos, Gabriela Hristova, Jacob Lederman, Massy Mutumba,

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

**4:02pm:** Call to Order, Approval of Agenda and Minutes

The agenda was approved.

**4:03pm:** Summary of announcements- introduction of Eric Vandenberghe (Faculty Governance Coordinator)

**4:04-4:27pm: Discussion on new Ethics and Compliance Office**

Summary: Including COAA in discussions with the President's Office for the new Ethics and Compliance Office. Have Chair be liaison to the President's committee. Support was provided for this by committee members who spoke. Need to start gathering perspectives and suggestions to provide to the president.

How can the committee's voice carry more weight? It may be necessary to wait and see. More information to come from SACUA.

Action: discussion

**4:27-4:44pm: Evaluation of processes for UM employees experiencing harassment and retaliation**

Summary: Each campus has its own SPGs. Discussion ensued of which office is responsible for evaluating and altering these policies. Not determined, need to find the specific person or office on each campus. Beth Manning in Flint may be a person to start from for Flint. May need to find a specific policy to compare. Sacha Matish may be the ideal person for Ann Arbor to contact, not sure on Dearborn. Need to learn the differences between the campuses. Donny will reach out to Beth Manning.

Action: discussion

**4:44-4:57pm: Modifications to the Faculty Grievance Resources- recommendations**

Summary: Discussion ensued on how to make this better. Need to improve academic HR



page. Need resources to be on the page. Need it to be customer-informed, so the faculty can figure out the process. How would we implement this? Get perspectives from those who have grieved, as well as tech people. Joint process SACUA grievance monitor, and Academic HR. Website should reflect the necessary information for the grieving faculty member. Need committee members to put themselves in grieving faculty position and identify potential roadblocks. **ACTION ITEM**: Each member of COAA consider being put through the grievance and identify potential roadblocks.

Action: discussion; Action item

**4:58pm**: Adjournment

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office

**COAA Charge:**

**1. Evaluation of Deans and Department Chairs**

1. Critically review processes (and their strengths and weaknesses) across UM Schools, Departments and campuses
2. Recommend specific modifications to existing workflows to enhance review processes and address persistently low evaluation scores

**2. Evaluation of processes for UM employees experiencing harassment and retaliation**

1. Recommend specific modifications to existing processes to enhance objectivity, fairness to all parties, and resources available to UM employees
2. Recommend specific modifications to faculty grievance resources (e.g., transitioning the grievance form to an electronically available portal on the Academic Human Resources website) to enhance their availability