

September 16, 2022

Call meeting to order

Attendees (green = present):

- Donny Likosky - Med School
- Hani Bawardi - CollCollege Arts & Sciences (Dearborn)
- Naomi Binnie - University Library
- Tom Braun (SAUCA Liaison)
- Adam Burak - Engineering
- Arlo Clark-Foos - CASL (Dearborn)
- Gabriela Hristova - College Arts & Sciences (Flint)
- Jacob Lederman - Dept Behavioral Sciences (Flint)
- Massy Mutumba - Nursing
- Karen Staller - Social Work
- Chuanwu (Wu) Xi - Public Health
- Lucas McCarthy - U-M Faculty Senate

1. Evaluation of Deans and Department Chairs

1. In coordination with the [Administration Evaluation Committee \(AEC\)](#), critically review processes (and their strengths and weaknesses) across UM Schools and Departments and campuses
 - i. **Action Item:** DSL to reach out to Semyon about working together over the year
 - ii. What is being collected
 - iii. What is done with results
2. In coordination with the [Administration Evaluation Committee \(AEC\)](#), **recommend specific modifications to existing workflows to enhance review processes**
 - i. Issues we have observed with existing workflows
 - ii. Can we leverage a pathway that works at one campus and make it easier to “cut the red tape” at the other campuses?

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

1. Critically evaluate strengths and weaknesses of existing UM programs (e.g., Equity, Civil Rights, and Title IX office, [UM-Ann Arbor Faculty Grievance Procedure](#), UM Ombuds Office, UM SPG 601.90 on Protection from Retaliation)
 - i. **Action Item:** Luke provides a summary of what has been submitted to SACUA previously and what has stuck versus not historically
 - ii. We currently only are able to see percentages
 - iii. What do our peer institutions do?
 - iv. Evaluate process at all 3 campuses - invite Speakers (?)
 1. Are they similar/dissimilar?
 2. Should we have 1 unifying approach?
 - v. What might it look like to have an independent review board that could flag issues?
 1. What might trigger the independent review board? (e.g., responses on surveys are poor - the administrators are performing poorly, for example)
2. **Recommend specific modifications to existing processes to enhance objectivity and resources available to UM employees**
 - i. Adding an advocate for the faculty member within the process.

- ii. Invite OGC to attend a future COAA meeting.
- iii. Codify and examine the effectiveness of the role of the Ombuds in the process (pre, during and post)?
- iv. How to more effectively use the mediation process? Can this be another layer to increase effectiveness?

Draft Plan for Year

First part of our time together: evaluation

Second half developing, refining recommendations

Approach

Agenda to be sent out in advance

Google Docs used for sharing agendas and minutes

Minimize hierarchy

Adjourn 5min early to help facilitate Zoom'd out calendars