

February 2023

Call meeting to order

- Plan to adjourn 5min early to help facilitate Zoom'd out calendars

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
- Eric Vandenberghe - U-M Faculty Senate
- Lucas McCarthy - U-M Faculty Senate

- January 2023 minutes: [January 2023 Meeting minutes](#)
- [SACUA Approved Charge](#)

1. **Call** to order, approval of agenda and minutes
2. Announcements
3. Evaluation of Deans and Department Chairs
 - a. Feedback to enhance and add precision to Ann Arbor process, recommendations
 - i. Review "[Process for the Provost of Deans \(Ann Arbor\)](#)" document
4. Evaluation of processes for UM employees experiencing harassment and retaliation
 - a. Provide examples or descriptions of content, layout, etc. for potential central webpage for procedure implementation.
 - b. Craft rough draft identifying issue of improving respondents' resources

February Business

Evaluation of Deans and Department Chairs

1. Critically review processes (and their strengths and weaknesses) across UM Schools, Departments and campuses
 - a. Review "[Process for the Provost Review of Deans \(for review\)](#)" file
 - b. Discuss potential improvements that can be recommended
 - c. Start draft of recommendations to be sent to SACUA

Evaluation of processes for UM employees experiencing harassment and retaliation

1. [Review central web page suggestions](#)
 - a. 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
 - i. What would our "customers" want in terms of resources? Can we make it customer-focused?
 - ii. Each member of COAA consider being put through the grievance and identify potential roadblocks
 - iii. Speak to those who have put in grievances
 - iv. Speak to Academic HR who identify a grievance monitor for the faculty
 1. What would be the barriers to create such a resource?
 2. Codify and examine the effectiveness of the role of the Ombuds in the process (pre, during and post)?
 - v. How to more effectively use the mediation process? Can this be another layer to increase effectiveness?
2. Identifying disparity in resources for respondents to harassment and retaliation claims
 - a. Issue: respondents to these claims are not provided resources through the University when the claims are made by the University
 - b. **ACTION ITEM:** Identify the issue for SACUA
 - i. Recommend a roadmap for addressing the issue through phases:
 1. Phase 1: Adopt list of local attorneys with experience with relevant cases and faculty peers who could be trained as faculty support persons
 2. Phase 2: Address the resource disparities stemming from Faculty out-of-pocket coverage of legal expenses.