April 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

- March 2023 minutes
- SACUA Approved Charge

1. Call to order, approval of agenda and March minutes
2. Announcements
3. Evaluation of Deans and Department Chairs
    a. Draft of recommendations to send to SACUA
4. Evaluation of processes for UM employees experiencing harassment and retaliation
    a. Rough draft of Recommendation for SACUA regarding central web page for procedure implementation.
    b. Finalize draft of identifying issue of improving respondents' resources
5. Committee Wrap Up
6. Adjournment

Winter Term Overview and Timeline

Evaluation of Deans and Department Chairs

1. January: Discussion of plan moving forward, as well as overview of Ann Arbor process

2. February: Feedback to enhance and add precision to Ann Arbor process, recommendations

3. March: Draft of recommendations to send to SACUA

4. <mark>April</mark>: Finalize recommendations; look ahead to next academic year

Evaluation of processes for UM employees experiencing harassment and retaliation

1. January: Discuss framework of recommendation of central web page for procedure implementation. Discuss framework of improving resources for respondents in harassment cases (e.g., legal counsel options) - articulating short and long-term strategies.

2. February: Provide examples or descriptions of content, layout, etc. for potential central web page for procedure implementation. Craft rough draft identifying issue of improving respondents' resources

3. March: Rough draft of Recommendation for SACUA regarding central web page for procedure implementation. Finalize draft of identifying issue of improving respondents' resources

4. <mark>April</mark>: Finalize draft of recommendation for SACUA regarding central web page for procedure implementation; look ahead to next academic year

April 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. Review and finalize draft of recommendations to be sent to SACUA
    c. Goals for upcoming academic year

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.
3. Goals for the upcoming academic year