



Academic Affairs Advisory Committee (AAAC) Minutes
October 5, 2023, 1:45-3:15 pm (Provost attending 2-3 pm)
Ruthven Conference Room 1110 and via Zoom (hybrid)

Minutes of Meeting: 10/05/2023
Circulated: 11/02/2023
Approved: 11/08/2023

Present: Emmanuelle Marquis (Chair), Laurie McCauley (Provost and Executive Vice President for Academic Affairs), Andrew Chang, Colleen Conway, Robert Deegan, Christine Gerdes (Provost's Office), Aubree Gordon, Albert Liu, Rahul Mannan, Ann Marshall (FSO), Luke McCarthy (FSO), Laurie McCauley (Provost), Jordan Siegel

Absent: Julia Catalano, Bruno Giordani, Damani Partridge, Frank Pelosi, Gabrielle Scott

1. Committee Discussion (1:45-2:00 pm): In preparation for the arrival of the Provost, the meeting agenda was discussed and there were no objections to the approval of the minutes.

2. Introductions

3. Chair Emmanuelle Marquis presented on possible revisions to SPGs [201.12](#) Discipline, [201.15](#) Fitness for Duty, [201.15-01](#) Temporary Removal of Faculty for Lack of Fitness for Duty, [201.11-1](#) Sick Leave Plan—Academic Appointments:

- The intent is to analyze these SPGs through a disability lens, to ask how to better support faculty and staff with disabilities, to consider the power of language, and to view the SPGs within the context of a DEI vision for the university.

Examples of issues to address included:

- 201.12, in an SPG about Discipline: In definitions, *Inability* (E) and *Medical Condition* (F), seem to suggest that medical conditions and disability may be cause for termination, with no reference to accommodations. Medical conditions seem to be equated with *Misconduct* (A), and there are ambiguities, such that one can be disciplined based upon unwritten rules (A).
- The Fitness for Duty SPG could also be read as a process for termination based upon medical condition and/or disability, and there are inconsistent definitions within and across the SPGs. In addition, there is no appeal/reinstatement process and identifying what constitutes “essential function” may be problematic.

Discussion included:

- Academic HR is also interested in revising these SPGs. The history of this SPG language is that there were attempts to create a process if a faculty member becomes “unsafe” in a classroom setting, i.e. if there appears to be no accommodation and/or no interest by the faculty member in pursuing an accommodation. How should the university respond if a faculty member ceases to fulfill their teaching role, etc.?
- In addition to revising SPGs, how can U-M leaders make change and/or restore trust? The Provost shared plans of revisiting an idea board from 2019, to identify areas of progress and areas needing work and interest in visiting units and sharing examples of positive change. Additional discussion included: Privacy and complexity of cases can make information sharing challenging. It may be helpful for U-M leaders to acknowledge



and apologize that their UM colleague have been hurt by such policies.

- There was related discussion on PEAR's (Prevention Education, Assistance & Resources (PEAR) outreach efforts, ECRT's (Equity, Civil Rights, and Title IX Office) practices (including an added role for equity outreach), and questions about recent changes within Work Connections.
- The Provost's Office is interested in moving forward with next steps on revising these SPGs, including convening a meeting with all key constituencies to read and talk about the language, its implementation, and possible revisions.

Committee Discussion and Next Steps (3-3:15 pm):

- Additional discussion included how confusing the SPG language is, that these SPGs are especially problematic within the context of COVID-related medical conditions, and the possibility of compiling some anonymous stories to serve as case studies.

Action Items:

4. Chair Emmanuelle Marquis will 1) send a document with more detailed comments on the SPGs to the Provost's Office and 2) identify disability advocates to attend the small group meeting on the SPGs.

5. A small group SPG revision meeting will be planned to include Chair Emmanuelle Marquis, recommended disability advocates, and representatives from HR, Provost Office, and other relevant constituencies.

Upcoming meetings/events:

October 25th, Jennifer Freyd event

November 8, 10-11 am, AAAC planning meeting

December 6, 9:45 am-11:15 am, AAAC meeting (with the Provost attending 10-11 am)

Meeting adjourned.

Respectfully submitted,

Ann Marshall, Faculty Governance Coordinator (FSO)