



Committee on Oversight of Administrative Action (COAA)

Minutes of Meeting: 10/9/24

Circulated: 11/6/24

Approved: 11/13/24

Present: Mary Franklin, Wayne C. Petty (Chair), Oleg Zamulin, Lauren Smith, Kristen Verhey

Absent: Laura Calamos, Simon Cushing, Mimi Dalaly, Shanna Kattari, Hari Nathan

Faculty Senate Office: Eric Vandenberghe

3:04pm-3:08pm: Call to Order, Approval of Agenda and Minutes, Announcements

The agenda was approved. The minutes for the April COAA meeting were approved. Introductions were made.

3:08pm-3:13pm: Review of the committee charge

Summary: Chair Petty went through the charge point by point:

1. Study and evaluate the U-M administration's compliance with university policies and procedures governing the conferral of tenure.
2. Work with the Faculty Senate, in coordination with the Faculty Senate Office, toward implementing the recommendations in the 2023–24 COAA report for revising the existing faculty grievance system.
3. Continue the development begun in 2023–24 of best practices for bylaws among the units and departments of the university.
4. Consider emergent issues or topics brought forward by COAA committee members for discussion over the course of the year.

Action: Discussion

3:13pm-3:36pm: Update on progress toward reforming grievance procedures

Summary: Chair Petty reviewed the work that was completed last year toward reforming the faculty grievance procedures. These recommendations were included in [last year's committee report](#). Last year's committee had three primary recommendations that were as follows:

1. If the Grievance Hearing Board determines that there were violations to University guidelines, the Institution should be committed to acknowledging and remedying those violations, both in the case of that particular Grievant but also in prompting a review of the Unit's practices.
2. An Office of Dispute Resolution (ODR) is proposed to level the playing field. The



- ODR would serve to centralize policies and resources, in addition to providing a neutral resource for all the parties of a Grievance to access.
3. The fact that a Grievance occurred and the result of the Grievance should be transparent. A record must be maintained of Grievances

Chair Petty provided an update on the progress made since the Winter term ended. SACUA had brought these recommendations to the Provost, who is now looking into the issue further. Discussion ensues on this topic.

A question is posed as to whether the committee should craft a faculty perspectives article in The Record that reiterates the committee's recommendations. A goal of this would be to keep the issue before the public. Chair Petty offers to write the initial draft, and to have the committee review and edit it. Those present agree that writing such an article is a good way to move forward. A suggestion is made that the article should encourage people who have gone through the grievance process and wish to share their experience get into contact with COAA.

Action: Discussion; article to be written

3:36pm-4:01pm: Initial discussion of reviewing administrative compliance with tenure procedures

Summary: Issues surrounding tenure are brought up by Chair Petty. An issue in the review process is brought up and discussed. Some cases of tenure can and have been reevaluated by groups that are not subject matter experts. Some work is delegated out, but there needs to be subject matter experts reviewing these cases at all phases.

It is suggested that this issue should be reviewed by this committee. This charge item is broad as it stands. A call is made for suggestions to focus the scope of this charge item. Support is offered for this, and discussion ensues.

The process of tenure review and the Provost's role in the process is reviewed and discussed. The Provost should communicate in a transparent manner, not with a separate review. The unit needs to remain involved every step of the way.

A suggested starting point is finding all the available guidelines coming from the University Level regarding tenure for the committee to review. Chair Petty will investigate this further. It is suggested that reviewing cases that are particularly troublesome could be helpful to the work of the committee. A suggestion regarding speaking with someone who has gone through the process, and had a troubling experience is made.

Action: Discussion

4:01pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office