

**To:** SACUA

**From:** Wayne C. Petty, Chair, Committee on Oversight of Administrative Action (COAA)

**Subject:** Report on Activities of the Committee on Oversight of Administrative Action (COAA) for 2024-2025

**Members:**

Mimi Dalaly  
Shanna Kattari  
Mary Franklin  
Hari Nathan  
Lauren Smith  
Kristen Verhey  
Oleg Zamulin

**SACUA Liaison:**

Simon Cushing

**Meeting Dates:**

Wed. 10/9 from 3-4pm  
Wed. 11/13 from 3-4pm  
Wed. 12/4 from 3-4pm  
Wed. 2/12 from 3-4pm  
Wed. 3/19 from 3-4pm  
Wed. 4/16 from 3-4pm

**Committee Charge**

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.

### **Report for Academic Year 2024–2025**

During the previous academic year (2023–2024), the COAA studied the University of Michigan faculty grievance procedures and developed a set of recommendations for reforming those procedures. Near the beginning of the current academic year, SACUA worked through the recommendations and presented them to the Provost’s office. In response, Provost McCauley formed a Provost’s Grievance Task Force, a group to study the recommendations. During the current year, COAA and SACUA monitored work by the task force to the extent possible. At year’s end, it appears that a collaborative process between SACUA and the task force has not yet been undertaken as envisioned, suggesting that further work by COAA will be needed in the coming year to ensure that an appropriate set of reforms can be developed through shared governance and implemented.

With input from SACUA, the Faculty Senate Office, and faculty from several units of the University of Michigan, the COAA wrote and published an Faculty Perspectives article in the *University Record*: “[The Grievance Process Should Protect Faculty But It’s Failing Us](#).” The committee considered feedback received from faculty colleagues on this article and a follow-up request from the press.

The COAA’s work on reviewing the university implementation of its tenure procedures was begun, but the issues surrounding tenure were determined to be complex enough that further work will need to be undertaken in the coming year.

Respectfully submitted,

Wayne C. Petty, Associate Professor, School of Music, Theatre & Dance, chair