



Committee on Oversight of Administrative Action (COAA)

Minutes of Meeting: 9-29-25

Circulated: 10-20-25

Approved: 10-27-25

Present: Wayne C. Petty (Chair), Vilma Mesa (SACUA), Adam Matzger, Mary Franklin, Oleg Zamulin, Parag Patil, Devi Chiravuri, Hari Nathan, Kristen Verhey, Lauren Smith

Absent: Mimi Dalaly, Cynthia Gabriel

Faculty Senate Office: Eric Vandenberghe

10:03am-10:16am: Call to Order, Approval of Agenda and Minutes, Announcements, Introductions

The agenda was approved. The minutes for the March COAA meeting were approved. The committee made introductions and provided their motivations for joining this committee. The Chair provides an overview of the purview of the committee.

10:16am-10:46am: Discussion on the Grievance Process at UM

Summary: Chair Petty brought the current committee members up to speed with the work recent iterations of the committee have completed. Two years ago, COAA submitted a list of [recommendations](#) to the Provost's Office regarding the University's faculty grievance procedures. Last year, COAA wrote an article in the Record published on 3/17/25 titled: "[Faculty Perspective: The Grievance Process Should Protect Faculty But It's Failing Us.](#)" Following the publication, Chair Petty spoke to the Regents following the publication of this article to further advocate for faculty governance involvement in this matter. The Provost spoke with him following the meeting.

Last year, the Provost's Office formed a committee to review and make recommendations regarding the grievance procedures. A member who served on this committee indicated that the Provost's committee finished their report a few months ago, and it is currently under review by the Provost's Office.

Members offer their experiences with grievance hearing boards (GHB), and what they see as areas that need to be addressed. Issues indicated include lack of a balanced field, lack of GHB experience by those serving on them, verdicts of GHBs being ignored, conflicts of interest, lack of legal representation for the faculty members, etc.

A member indicates a need for unit level ombuds being familiar with the grievance process to help guide faculty members who file a grievance through the process. A member indicates clearer guidelines on what is grievable, and what is not. Another member suggests that hearing boards need to be empowered and experienced. Chair Petty indicates that, with the approval of the committee, he will write to SACUA Chair Peterson to seek any available information on the progress of the Provost's Office with their review of the report. This course of action is supported by the committee members. Further discussion ensues prior



to moving on to the next topic.

Action: Discussion

10:46am-11:02am: Review of committee charge

Summary: Chair Petty discusses aspects of the committee's charge. In June, the Office of the Provost [posted on their website](#) updated guidelines regarding Promotion and Tenure Review. The clarifications in this document are discussed. It is suggested that the committee needs to review this document carefully. The clarifications include the Provost can make P&T recommendations based on an administrative, as well as substantive review. Prior writings of this nature only defined an administrative oversight.

A member asks for clarification on this point from the Provost's Office. It is of great interest to the faculty if the Provost can overturn P&T recommendations based on substantive issues. Discussion continues on this subject, with faculty interpreting the document differently and agreeing that further clarity from the Provost's Office is needed.

The Chair also discusses the item charged to the committee of reviewing the recent 9/2/25 ECRT policy updates:

- a. [Sexual and Gender-Based Misconduct \(SPG 601.89\)](#)
- b. [Discrimination and Harassment by employees \(SPG 201.89-1\)](#)
- c. [U-M Interim Policy and Procedures on Discrimination, Harassment and Retaliation by Students](#)

Brief discussion ensues on this topic, and further consideration will take place at a future meeting.

Action: Discussion

11:02am: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office