



### **Committee on Oversight of Administrative Action (COAA)**

Minutes of Meeting: 10/27/25

Circulated: 12/1/25

Approved: 12/8/25

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

Absent: Cynthia Gabriel, Vilma Mesa (SACUA)

Faculty Senate Office: Eric Vandenberghe

**10:01am-10:04am:** Call to Order, Approval of Agenda and Minutes, Announcements

The agenda was approved. The minutes for the September COAA meeting were approved.

**10:04am-10:21am: Continued discussion of prioritizing the various elements of the COAA charge, as well as strategies for pursuing our top one or two priorities.**

Summary: The Chair indicates that he had been contacted by a colleague to request the committee submit an amicus brief in an ongoing lawsuit. This is in response to the related [Record Article](#) the committee published last year. The committee discussed the pros and cons of such an action.

The Chair will seek further clarity on the scope of the request. No action will be taken at this time, and the committee may consider this moving forward.

Action: Discussion

**10:21am-10:30am: Grievance Procedures**

Summary: The committee discusses the Provost's committee considering the grievance procedure. The committee submitted their recommendations to the Provost's Office over the summer. No update has been given at this time. The Chair will follow up to seek a status update.

The committee discusses the grievance procedure and suggestions for improvement which had been previously sent to SACUA from the committee.

Action: Discussion

**10:31am-11:00am: Updates to our existing non-discrimination policy for employees**

Summary: On September 2, 2025, the University Community received correspondence from Central Administration that there is an update to the existing non-discrimination policy for employees. There was also the creation of a new non-discrimination policy for students. The origin of this policy is included on [ECRT's website](#):



"Following the June 2024 agreement with the U.S. Department of Education's Office for Civil Rights, the university committed to creating a new [non-discrimination policy for students](#) with accompanying updates to our existing [non-discrimination policy for employees](#). These policies outline the university's process for responding to concerns of discrimination or harassment based on a protected class, including race, religion and national origin."

Of particular concern, raised by several committee members, is the new mandatory reporting obligation. The updated reporting obligation is included on the above lined ECRT website: "Under the new and updated policies, all non-confidential U-M employees (faculty and staff, including student employees) are expected to report to the Equity, Civil Rights and Title IX Office (ECRT) any information learned in the scope of their employment about alleged sexual or gender-based misconduct and protected class discrimination, harassment or retaliation.

This includes information learned through direct disclosure or other parties about behavior that targets an individual based on a protected class such as race, religion, national origin, age, sex or disability, and other prohibited behaviors under the sexual and gender-based misconduct policy including stalking, intimate partner violence and sexual assault.

This change expands employee reporting obligations from the previously designated group of Individuals with Reporting Obligations (IROs), which was limited to university leadership, supervisors, faculty and staff in specific units and/or with certain oversight of students."

Committee members discuss this updated policy and what it means for faculty. Is there a database that houses these complaints that can be turned over to the federal government? Can they be subpoenaed?

A question is raised about how the ECRT handles these reports.

There is a 48-hour reporting requirement. Issues with this requirement are discussed.

A member indicates that this reporting requirement emphasizes interpersonal conflict and does not follow up on systemic issues present at the university. A member shares a personal experience that they had with the ECRT.

Prior to the meeting adjourning, a member asks the committee to consider the university's mandatory use of CTP for travel. The Chair will follow up on this matter after the meeting.

Action: Discussion

**11:00am:** Adjournment

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office