

Academic Affairs Advisory Committee (AAAC) Minutes

March 31, 2021

8:00 am – 9:30 am

Zoom

Circulated: May 24, 2021

Approved: June 1, 2021

Attending: Kanakadurga Singer (Chair), John Pasquale, Annalisa Manera, Rachel Goldman, Rebekah Modrak, Mark Rosentraub, Priti Shah, William Schultz, Sergio Villalobos, MaryJo Banasik, Elizabeth Devlin

Absent: Chitra Subramanian, Michael Hess, Lola Eniola-Adefeso,

Guests: Provost Susan Collins, Christine Gerdes, Special Counsel to the Provost, Sonya Jacobs, Chief Organizational Learning Officer, University of Michigan and Director, Faculty and Leadership Development, University of Michigan Medical School

8:02 Chair Singer called the meeting to order.

I. Statement of University-Wide Values

Provost Collins introduced Sonya Jacobs Chief Organizational Learning Officer, University of Michigan and Director, Faculty and Leadership Development, University of Michigan Medical School. Ms. Jacobs will work on the development of a shared statement of ethics and values and co-chair the culture transformation work for the U-M campus.

- a. Ms. Jacobs disseminated a presentation to the committee prior to the meeting to discuss the importance of identifying a core set of University of Michigan values to impact a change in U-M culture.
- b. The slides she shared included a case study from Michigan Medicine which had engagement of over 1200 members of the Michigan Medicine community.
- c. Ms. Jacobs opened the discussion to questions the committee may have relating to the case study and to share the recommendation by Guidepost Solutions to create of a set of university wide value statements.
- d. Ms. Jacobs had questions for the committee and requested feedback.
 - i. In order to engage the three university campuses including students, faculty and staff, how would the committee go about the engagement process?
 1. Committee members recommended consistency in communication and understanding from the Administration.
 2. Committee members suggested consistency in the shared values as written in the first person or if it should be written in the collective as 'we'.
 3. Committee members suggested a survey conducted of the faculty and staff to gather input on what the values they actually see at the university and how they would define those.
 - a. Sonya Jacobs responded that this is one of the methods they are proposing to gather information and to also ask what the aspirational experience would look like.
 4. Committee members suggested a process for providing feedback to eliminate the possibility of negative consequences.
 - ii. Committee members had questions in regards to the value statements created by Michigan Medicine.
 1. Caring, Innovation, Inclusion, Integrity, and teamwork.
 2. Chair Singer asked how the values get disseminated, and how will units integrate the overall university values with the unit specific set of values.
 - a. Sonya Jacobs stated that they are trying to inventory the sets of values that have already been created. Once the process has been completed it is highly probable they will come up with similar sets of values that can align with unit specific values.
 - b. One of the recommendations has been that the university identify four to five values and that the units create values specific to the work that they do.

- iii. Ms. Jacobs informed the committee that an integral part of the value statements is accountability of individuals who do not uphold the values.
- iv. The first step in the cultural transformation is identifying the values, and whether the behaviors are what you want to see, and how they relate to those values, how they show up in the respective workplace, and how you operationalize those and experience those. It does start from the top.

II. **Administrator Evaluations and Work of Committee on Oversight of Administrative Action (COAA)**

John Pasquale, COAA Chair and Donald R Shepherd Chair in Conducting and Clinical Associate Professor of Music, School of Music, Theatre & Dance

- a. John Pasquale introduced the COAA charges and reviewed the work they have done for the academic year focusing on three areas.
 - i. Faculty grievances policy and procedures
 - ii. Administrator Evaluations
 - iii. OIE Oversight
- b. The COAA is in the process of identifying issues and the work is ongoing.

9:01 Provost Collins and Christine Gerdes left the meeting.

III. **Approval of January meeting minutes**

- a. A motion was made and seconded to approve the January meeting minutes. There being no further discussion the minutes were approved.

IV. **Senate Assembly AAAC Presentation**

- a. Chair Singer will work on creating the end of year report summarizing the work completed by the committee and recommendations for committee work for the next academic year for the Senate Assembly presentation on May 10.
- b. Committee member Rebekah Modrak will present the report on behalf of the AAAC committee.

V. **OIE Tami Strickman, Associate Vice President for Institutional Equity, Office for Institutional Equity Visit**

- a. Chair Singer will send the questions/updates requested from the committee to Tami Strickman in advance to the meeting on April 14 for her review prior to meeting.
 - i. Committee questions for discussion:
 - Could you summarize the feedback received about the umbrella policy and the next steps?
 - We saw the record post about the advisory group being formed. Can you discuss how you see this group being used?
 - How has the employee advisor position been going in terms of number of volunteers, the training process, and the use?
 - Clarification about OIE director reporting.

9:30 The meeting was adjourned.

Respectfully submitted by,

Elizabeth Devlin
Faculty Senate Office