



**Academic Affairs Advisory Committee
Minutes**

Tuesday, April 5, 2022
8:30am – 10:00am
Hybrid, In person Ruthven, 1140; Zoom

Minutes Circulated: July 29, 2022
Minutes Approved: September 29, 2022

Present (in person): Rachel Goldman (Chair), Provost Susan Collins, Christine Gerdes, Bill Schultz, MaryJo Banasik, Elizabeth Devlin

Present (virtual): Caitlin Finlayson (SACUA Liaison) Aubree Gordon, Tom Braun, Andrew Chang, Frank Pelosi, Mark Rosentraub, Priti Shah, Chitra Subramanian, Sergio Villalobos, John Pasquale, Rebekah Modrak, William Schultz, Bruno Giordani,

Chair Goldman called the meeting to order at 8:33am and welcomed the members to the meeting.

Supporting Early Career Faculty Impacted by COVID

Provost Collins shared with the committee the Provost's Early Tenure-Track Faculty Research Support Initiative. She asked the committee members to share this information with their respective units.
<https://www.provost.umich.edu/faculty/Provost.ETT.Research.Support/>

BIPOC Faculty Retention

Provost Collins indicated that based on the retention data from BIPOC faculty they worked with ADVANCE and ODEI to develop a series of workshops aimed at chairs and deans. This information contains resources regarding best practices related to faculty retention. Provost Collins updated the committee that they have completed the first set of workshops. Provost Collins gave an overview of the process:

1. Fall session – Initial summary of what the issues were in a broader context.
2. November – Focused on individual structural bias in hiring and advancement.
3. December – Panel discussion with department chairs and deans.
4. February – Focused on invisible service, main concerns for BIPOC faculty, ADVANCE developed materials to share with chairs and deans across campus to understand the context what invisible service is, and to help start developing strategies to address it.
5. March – Session on creating a welcoming and supporting environment within the department.

Committee Feedback included workshops or training on how to negotiate a higher salary, mentorship with other faculty or resources for faculty thinking of leaving the university. The committee also discussed the importance of creating a culture and environment where faculty wants to stay.

Grading Trends

Provost Collins shared that the Central Student Government had raised concerns regarding the return to pre-COVID grading practices. Provost Collins shared the initial aggregate data for grading trends for undergraduates on the Ann Arbor campus from the 2017-2021 fall semesters.



9:30am – Provost Collins and Christine Gerdes left the meeting.

Committee Discussion on AAAC Goals /matters arising

The committee discussed having a statement about the long-term goals and function of the committee for the incoming provost. The committee also discussed a process for setting the meeting agenda.

The meeting was adjourned at 10:00am.

Respectfully submitted by,
Elizabeth Devlin
Faculty Governance Coordinator