FACULTY SENATE
SENATE ASSEMBLY
UNIVERSITY OF MICHIGAN

1120 Ruthven Building
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Ann Arbor, MI 48109

Academic Evaluation Committee (AEC) Minutes
October 23, 2023, 11:00 am, Location: Zoom (regular meeting)

Minutes: 10/23/2023
Circulated: 11/17/2023
Approved: 11/27/2023

Present: Ivo Dinov (Chair), Eric Beuerlein, Yi-Su Chen, Brian Cors (ITS), Chris Gardner (ITS), Min-Hui Huang, Ioulia Kovelman, Haripriya Mahadevan (ITS), Ann Marshall (FSO), Silvia Pedraza (SACUA liaison), Judy Smith, Camille Wilson.

1. Chair Ivo Dinov called the meeting to order and the minutes from the previous meeting were approved.

2. The *U-M FSO AEC Project Summary,* created by the ITS team, was reviewed. Key points include: Impact Evaluation Poll (IEP) is designed to provide feedback about the AEC survey and is periodic. The timeline of the annual AEC survey is important, with an AEC survey implementation deadline of March or April 2024.

3. AEC members briefly discussed the overall goals of the survey, including bringing a faculty voice to a broad range of university activities, providing administrators with feedback on their performance, and identifying administrator challenges and opportunities.

4. Possible inclusion of U-M institute directors in the survey: The Life Sciences Institute (LSI) director was evaluated in the 2023 survey. Other potential institute directors to evaluate are those affiliated with MIDAS, MICDE, MNI, and IHPI.
   - AEC members agreed that they are interested in having the Institute for Social Research (ISR) director evaluated in the 2024 survey. Haripriya Mahadevan, with ITS, who builds the survey, explained that the survey tool is complex and that faculty members complete the survey as customized to their campus, school, and department. To include to the ISR director in the AEC survey, HR data on these faculty affiliations would be needed.

Action Item: ITS Team will report back at the next meeting on HR data for ISR faculty affiliations, as well as the feasibility of including ISR in the AEC survey.

5. Possible changes to AEC survey questions
   - Discussion included: should the questions be simplified so that there is a more uniform rubric across the positions being evaluated? In using Tableau for visualization, questions are similar, but the chairs have more questions. Issues to consider include the balance between model explainability and model power and having consistency of questions across years in order to compare results. Last year's survey was considered more user-friendly than prior surveys.
   - ITS commented that November is not too late to add a question, but that when you start to rearrange the logic of the survey, then this can significantly increase the ITS work required.
   - Should AEC add a question(s) to evaluate administrators on inclusivity and DEI? This may be especially pertinent given that DEI is a priority of the university.
   - ITS provided a link to a sample/test version to the Qualtrics survey so that AEC members can review and experience the survey within Qualtrics.
   - Chris Gardner, who prepares the end results, offered to receive feedback on the 2023 AEC findings report.

Action Item: AEC members will consider adding a DEI question/s to the AEC survey and this topic will be an agenda item for the November AEC meeting.

Action Item: AEC members will review the Qualtrics-version of the AEC survey with the link provided by ITS in the chat. This link is to a generic-version of the survey, i.e. not customized to each individual respondent.

The next meeting is Monday, November 27, 11 am - noon

Respectfully submitted,

Ann Marshall, Faculty Governance Coordinator (FSO)