FACULTY SENATE
SENATE ASSEMBLY
UNIVERSITY OF MICHIGAN

1120 Ruthven Building
1109 Geddes Avenue
Ann Arbor, MI 48109

Academic Affairs Advisory Committee (AAAC) Minutes
December 6, 2023, 9:45-11:15 am (Provost attending 10-11 am)
via Zoom (virtual)

Present: Emmanuelle Marquis (Chair), Tom Braun (SACUA Chair, guest), Colleen Conway, Robert Deegan, Christine Gerdes (Special Counsel to the Provost), Bruno Giordani, Aubree Gordon, Albert Liu, Rahul Mannan, Ann Marshall (FSO), Luke McCarthy (FSO), Laurie McCauley (Provost), Damani Partridge, Frank Pelosi, Jordan Siegel

Minutes of Meeting: 12/06/2023
Circulated: 01/11/2024
Approved: 01/18/2024

1. In preparation for the arrival of the Provost, the minutes of the 11/8/2023 AAAC planning meeting were approved and members briefly discussed AAAC agenda items.

2. With the arrival of Provost McCauley, two updates were shared:
● A January meeting has been planned to discuss the four disability-related SPGs with attendees to include Chair Emmanuelle Marquis, additional faculty, Christine Gerdes, and HR and General Counsel representatives.
● The Provost provided an update on the work of the CCRT (Coordinated Community Response Team), based upon updates received from Tami Strickman, one of the three CCRT co-leads. CCRT was created in response to the Anderson settlement, has four working groups, and will send its recommendation to President Ono by the end of the calendar year. These recommendations will include creating a center for survivors, similar to Michigan State's center, and a center for restorative justice. The Provost offered to share AAAC feedback on CCRT's work with Tami Strickman and with President Ono. Tom Braun and Colleen Conway serve on CCRT and offered that CCRT has done good work, with hopes that the work will continue to move forward.

3. Faculty Wellness with guest SACUA Chair Tom Braun
• Tom Braun presented the findings of a recent faculty survey about dependent care needs that was sent to faculty at all three campuses. The survey received a higher response rate than expected and results have been shared with SACUA and VP Chatas, and will be shared with the Senate Assembly at its December meeting.
• The survey had roughly 1,000 respondents, 89% at Ann Arbor, and 6% at Flint and 6% at Dearborn. About two-thirds of faculty reported having dependent care needs. Results were stratified by campus. If the respondent said "no" to having dependent care needs, then the survey ended.
• For those with dependent care needs, about half had caretaking needs with children 5 to 18 years of age, 15-20% had care needs over the age of 18, and 25% had dependent care needs in more than one category. A majority with care needs spent more than 30 hours on care. The Dearborn and Flint campuses were distinct in having greater commuter needs, with an increased number of people driving 20 miles or more to provide care. The most common response regarding cost was to spend more than $400 per month on care.
• Tom used the AI tool Maize to analyze open-ended responses. In brief, the tool identified the top five themes as: 1) concern over child care quality, i.e. high turnover, long waitlists, poor

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supervision, and a lack of engagement at day care centers, 2) the financial burden of dependent care, 3) a need for childcare during unconventional times and the stress and time it takes to care for aging or ill parents, and 5) the challenge of balancing care and one's academic work and the resulting stress, anxiety, and burnout.

- Provost McCauley commended Tom for the survey, remarking on the usefulness of the data, and asked two questions: 1) Is it possible that those with care needs were more likely to fill out the survey? 2) What about the low response rate from lecturers? Tom was aware of such concerns, commenting that, even if it is half of all faculty with needs, it is still a critical mass. Lecturers and also research faculty may not fully see themselves as part of the University Senate. Additional outreach to both lecturers and research faculty is needed.

- There was a discussion on how to move forward, with the Provost suggesting considering benchmarking and best practices at other campuses, and making dependent care needs a priority in the strategic visioning process. A working group in HR that Christine Gerdes is a part of is also working on child care issues. AAAC members suggested making sure that U-M faculty can easily utilize NIH family-friendly initiatives (U-M had not met NIH-needed criteria/procedures); investigating whether Kids Care or other programs could include transportation services; and addressing the high cost of U-M child care, i.e. U-M centers are twice the price of EMU centers.

- It was noted that important recent work by SACUA and SA (i.e. student accommodations, dependent care, faculty burnout) was begun in AAAC.

4. Matters Arising

- The Provost invited AAAC members' insights about the recent Central Student Government vote issue, i.e. the CSG resolutions regarding the Middle East war. AAAC remarks included: concern over the alarming lack of conversation; faculty feeling afraid to have a conversation and the sense that a large middle ground of faculty want to be of help; faculty hearing from both sides, i.e. some students are grateful for the University's actions and others feel like the University is silencing the student body; the challenge faculty feel in terms of modeling good conversation for students, and wanting more support with this; the example of inviting an imam from Detroit to speak at the Dearborn campus; how to support students in learning to have respectful conversations; certain parts of campus (e.g. North campus) feeling less affected by these issues.

5. Committee Discussion

- After the Provost left the meeting, there was some brief AAAC committee discussion related to AAAC next steps.

Upcoming meetings:

January 18, 2-3 pm, AAAC planning meeting
February 1, 1:45-3:15 pm, AAAC meeting (with the Provost attending 2-3 pm)
March 14, 1:45-3:15 pm, AAAC meeting (with the Provost attending 2-3 pm)
April 17, 9:45-11:15 am, AAAC meeting (with the Provost attending 10-11 am)

Meeting adjourned.

Respectfully submitted,

Ann Marshall, Faculty Governance Coordinator (FSO)