



### **Academic Evaluation Committee (AEC) Minutes**

February 17, 2025, 11:00 am, Location: Zoom (regular meeting)

Minutes: 02/17/2025

Circulated: 3/12/2025

Approved: 3/17/2025

**Present:** Ivo Dinov (Chair), Audrey Bennett, Mihai Burzo, Brian Cors (IT), Chris Gardner, James Gulvas, Haripriya Mahadevan (IT), Ann Marshall (FSO), Kang Shin, Patricia Tillman-Meakins, Alex Yasha Yi (SACUA liaison).

**Absent:** Eric Beuerlein, Yi-Su Chen, Hari Nathan, Camille Wilson, Jay Winkler

1. Call to order, approval of the agenda and the 1/13 minutes
2. HR data – brief IT update, Priya Mahadevan and Brian Cors
  - The IT Team continues to work on preparing the HR data for the survey, including finalizing the data from U-M Dearborn and U-M Flint. These projects are on track for 2025 survey implementation.
3. Review and updates to the 2025 AEC survey communications
  - AEC members were invited to provide feedback on the survey communications for 2025. The personalized link to respondents is still to be added, as well as data for the final response numbers. IT team, AEC Chair, and FSO will review to make any final proofreading changes.
  - Survey reminders will be sent out similar to last year, i.e. Tuesdays at 10 a.m. Brian Cors will work with Luke McCarthy and FSO to send out the heads-up to administrator targeted email and the email from President Ono about the AEC survey.
  - The previous year's targeted email to administrators included language about the then new DEI question, with survey results provided specific to each administrator. This question was added the previous year, i.e. the question was moved from the more general Opinions of Faculty section of the survey. Review of this communication prompted a discussion about whether the DEI questions should be changed for the 2025 survey, given the federal actions targeting DEI. Based on the discussion, AEC decided to move forward with the following:
    - AEC will consult with SACUA for their recommendations on including the DEI question.
    - AEC members will vote, with use of SimplyVoting, on the DEI question, with the four vote options:
      1. Keep the DEI question for each administrator, as is: "The <ADMINISTRATOR TITLE> facilitates a fair, diverse, equitable, and inclusive environment."
      2. Reframe the DEI question for each administrator: "The <ADMINISTRATOR TITLE> facilitates an effective environment supporting personal, professional, and cultural growth of all stakeholders in the community."
      3. Remove this question from the survey for each individual administrator.
      4. Go back to the 2023 model, which included a question in the final, overall climate section ("Opinions of Faculty"): "The University is effective in realizing a fair, diverse, equitable and inclusive environment for the faculty and staff."
    - AEC will plan to complete the vote by March 1 in order to keep the 2025 AEC survey on schedule.

Adjournment

Respectfully submitted,  
Ann Marshall, Faculty Governance Coordinator (FSO)