



Academic Affairs Advisory Committee (AAAC) Minutes
April 22, 12:15 – 1:45 pm (Provost attending 12:30-1:30 pm)
Ruthven Conference Room 1100 and via Zoom (hybrid)

Minutes of Meeting: 4/22/2025

Circulated: 09/03/2025

Approved: 09/10/2025

Present: Aubree Gordon (Chair), Sara Blair (guest, Vice Provost for Academic and Faculty Affairs & Arts and Humanities), Meaghan Blanchard (FSO), Colleen Conway, Robert Deegan, Christine Gerdes (Special Counsel to the Provost), Ann Marshall (FSO), Luke McCarthy (FSO), Laurie McCauley (Provost), Heather O'Malley (SACUA liaison), Frank Pelosi, Jordan Siegel, Jennifer Trigger, Kentaro Toyama, Jon Wargo
Absent: Albert Liu, Rahul Mannan, Emmanuelle Marquis, Mireille Roddier, Arthur Verhoogt

1. In preparation for the arrival of the Provost, the minutes from 3/13/2025 were approved, and AAAC members briefly discussed AAAC agenda items.

2. Post-Promotion Advancement and Career Exploration (PACE) Pilot Coaching Program, with guest Vice Provost Sara Blair

- The PACE pilot has included two cohorts drawn from newly tenured associate professors, beginning fall 2023. Eligible faculty were offered eight sessions with an independent coach with expertise in faculty career trajectories. The coaching sessions are driven by the faculty member.
- Program goals of participating faculty included identifying and achieving career goals, planning external leadership and work, project planning, navigating interpersonal relationships and climate, networking and collaboration, administrative leadership, work-life balance, and working with students, trainees, junior colleagues (teaching, mentorship, advising).
- Participation data: Cohort 1, 58% (21 of 36 eligible faculty) to be completed 4/30/25, and Cohort 2: 47% (53 of 114 eligible faculty) to be completed 4/30/26. By gender, 62% of eligible female faculty and 38% of eligible male faculty participated. Total completed sessions is 302. Unit-level data was also shown, with participation rates by unit ranging from 20% to 100% and the number of participating faculty per unit ranging from 0 to 38 (LSA).
- Faculty feedback: Participants report that they feel supported, Coaching helps me “cut through the noise,” the Coach is “knowledgeable about the issues I face,” Increased confidence in own leadership abilities, and Helpful in navigating service demands.
- The intent is to extend the pilot to a third cohort and to continue data collection and assessment.

Discussion:

- There was discussion about whether the program might be expanded to junior faculty. An evidence-based approach will be used to assess possible expansions. Clinical faculty are another potential group to include. There was discussion about promoting the program and whether faculty invited to earlier cohorts (who didn't yet participate) might join later cohorts.

3. Update on impacts of developments out of Washington DC



- There are continuing concerns about indirect cost coverage. Big Ten schools have been considering how to partner to collectively advocate for higher education, as was endorsed in a recent [Faculty Senate meeting](#) resolution. Wolverine Pathways, Go Blue Guarantee, and disability navigator program (previously a unit-level pilot/s) will be [expanded](#). There was a brief discussion about messaging, noting that OVPR will continue to submit appeals regarding grants. Overseas field research could soon be threatened. Some subcontracting agencies may still be operating. Regardless of circumstances, U-M will continue to support students.

4. Update on SPGs and discussion of suggested changes

- A redlined draft version of 4/20/2025 “SPG 201.15-1 Temporary Removal of Faculty for Lack of Fitness for Duty” was shared with AAAC members. The SPG draft pertains to faculty-only and combines content previously in SPG 201.15 Fitness for Duty (faculty and staff) and SPG 201.15-01 Temporary Removal of Faculty for Lack of Fitness for Duty into a single SPG. The draft includes an added “Resources” section and has corrected for gender-inclusive language.
- **Action Item:** A next step on the SPG project is to collect AAAC feedback on the red-lined draft version of the SPG and to then follow-up with the Provost’s Office.

5. Updates & Next Steps on AAAC 2024-2025 Agenda Items

- A [Faculty Perspective article](#) by Emmanuelle Marquis and Bruno Giordani was published in the *Record* on April 21, 2025. There was discussion and concerns raised about for-profit independent medical examiners (IME). AAAC members have been compiling accounts of faculty members who have experienced ongoing problems with Work Connections. Best practices from other universities may be helpful as models. It could be that IMEs are relevant for auditing but not needed as routine practice.
- **Action Item:** FSO will arrange a meeting with Geoff Chatas to further discuss Work Connections and LTD, and coordinate with FAAC if helpful.
- There will soon be an announcement about a new initiative regarding U-M disability navigators. AAAC members briefly brainstormed potential program names, e.g. accessibility navigators.
- Childcare was briefly discussed as a 2024-2025 charge item that had been postponed.
- [Motion 4](#) (from 11/4/2024 Senate Assembly meeting) was briefly discussed. Follow-up meetings had been held on Motion 4, and there is administration interest in pursuing the recommendations.

5. AAAC Chair Gordon will work on the final report and share it with AAAC once drafted.

7. Additional Committee Discussion

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

Adjournment

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