



Academic Evaluation Committee (AEC) Minutes

September 15, 2025, 11:00 am, Location: Zoom (regular meeting)

Minutes: 09/15/2025

Circulated: 10/16/2025

Approved: 10/21/2025

Present: Ashu Tripathi (Chair), Eric Beuerlein, Mihai Burzo, Brian Cors (ITS), Ivo Dinov, Christopher Gardner (ITS), James Gulvas, Ann Marshall (FSO), Priya Mahadevan (ITS), Hari Nathan, Heather O'Malley (SACUA Liaison), Deirdre Spencer, Patricia Tillman-Meakins, Camille Wilson.

Absent: Audrey Bennett, Bobby Madamanchi, Kang Geun Shin

1. The meeting was called to order, the 4/21 minutes were approved, and AEC members introduced themselves.

2. Review of the [AEC charge](#)

3. ITS Team Updates

- The ITS-prepared 2025-2026 Run Book and Timeline were shared
- The current 2025-2026 ITS survey timeline has the AEC survey beginning one week earlier than last year (line 51).

5. AEC 2025-2026 Survey Audience

- **Approval:** AEC approved, without objections, the 2025-2026 survey audience, which will remain the same as 2024-2025. The deadline to make changes to the AEC survey audience is October 10.
- One challenge with the HR data is that Academic HR data does not include non-regental chair data. Data provided by unit-level HR is needed for non-regental chair data, and the unit may use terminology other than "chair." In past years, the unit-provided HR data has not always matched perceived chair responsibilities in some departments.
- There was discussion about strategies to improve the accuracy of the HR data.
 - One strategy would be for the IT Team to add a poll of administrators such that administrators (deans, chairs, or both) would have the opportunity to "proof" the accuracy of their HR data. A comment was made that a process where deans review the HR data could complicate the process and that involving the deans in this way could introduce new challenges. Another comment was made that, if the data is incorrect, it is unfortunate, but that HR (academic and unit-level) might usefully be kept as the source of the data.
 - Another slightly amended strategy could be for communication (from FSO Director Luke McCarthy, AEC Chair and/or SACUA Chair) to ask deans to encourage their HR departments to check that their HR data is up-to-date.

6. AEC 2025-2026 Survey Questions

- **Approval:** AEC approved, without objections, a slight re-wording of the DEI question (i.e. bullet point number four) under "Administrative." This re-wording comes after consultation with OGC, the Provost's Office, and the SACUA chair, and the new language references the U-M values document and adds a link. The new language is "*The [Administrator] facilitates an environment that supports U-M's core values: Integrity, Respect, Inclusion, Equity, Diversity, and Innovation. (see: [U-M Core Values](#)).*"
- AEC had a discussion about making changes to the AEC survey questions with the intent of being more inclusive of all faculty especially in terms of faculty appointment.



- It was suggested that the various faculty appointments – tenured, tenure track, lecturers, clinical faculty, librarians and curators, and research faculty -- might be named somewhere in the survey to help encourage administrators to be more accountable to the needs of [faculty recently added to the Faculty Senate](#). Such a rewording and/or addition of language might make the survey more relevant to clinical, lecturer, librarian and curators, and research faculty and also increase the response rate of these faculty.
- It was noted that the term “faculty” is meant to be inclusive of all tracks. It was mentioned that language might be added that emphasizes “all faculty.”
- It was also noted that if specific wording is added to the survey for a particular type of administrator (provost, chancellor, dean, director, chair) or respondent type (clinical, lecturer, tenure-track), this can make the survey very logic very complex and difficult to implement. The number of lecturer, clinical, and research faculty vary greatly by unit.
- **Action Item:** Prior to the next AEC meeting, the draft 2026 survey questions will be shared with AEC members for their feedback.

8. AEC Response Rate

- AEC expressed interest in improving the response rate of the survey. It was noted that there were several AEC discussions about strategies for improving the response rate last year.
- There is enough lead time now to consider how to better advertise the AEC survey.
- **Action Item:** Ann Marshall (FSO) will compile a summary of last year’s AEC discussions about improving the AEC survey response rate.

Adjournment

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