



Academic Evaluation Committee (AEC) Minutes
October 21, 2025, 11:00 am, Location: Zoom (regular meeting)

Minutes: 10/21/2025
Circulated: 11/11/2025
Approved: 11/18/2025

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

Absent: Bobby Madamanchi, Kang Geun Shin, Patricia Tillman-Meakins

1. The meeting was called to order and the 9/15 minutes were approved

2. ITS Team Updates

- **HR Data update:** As shown on lines 9-17 of the ITS timeline, at the end of today's AEC meeting, the ITS Team will begin contacting those U-M HR departments whose HR data is not available in central Academic UR, i.e. U-M Dearborn, U-M Flint, Dentistry, ISR, Kinesiology, Nursing, Ross, and SMTD, asking each department to respond by October 31. This is the same process as last year, with the task beginning slightly earlier this year. The timing of this process is aided by there being no changes to the 2026 survey audience.
- **HR data pull date:** All HR departments will be asked to run the data retrieval script in February 2026 with a data pull date of end of December. This is the same as last year. This approach allows new fall hires to be included and intentionally does not include any administrators who might begin their position in January.

3. HR Data Accuracy

- AEC members discussed various strategies for trying to manage any potential errors with the HR data. This was a follow-up discussion from the prior meeting and possible ideas included trying to find a way to proof the HR data, not taking any action this year and making an assessment after the 2026 survey, and adding a communication with deans as a heads-up about HR data accuracy. There were two HR errors with last year's data, the first was the HR data for one LSA chair that did not correctly reflect a sabbatical and a second was a data error for one chair in the School of Education.
- **Action Item:** AEC members decided to draft a heads-up letter to the units as a 2026 HR data control measure.

4. Review of 2026 survey questions

- AEC reviewed the 2026 survey questions document with Ashu Tripathi summarizing some recommended rewording. In the "important notes" section, a clarification of who is included as "faculty" as survey respondents was added. Slight rewordings were also made to the following sections: the phrasing of open-ended questions, the phrasing of the "Education/Research" supplementary questions for deans, a new bullet point was added under Chairs question, the phrasing of one the questions for the Provost, rewording of several questions for directors including on issues for faculty promotion, salary, and responsiveness to faculty needs, and under "university services" the final question was divided into two questions such that "travel" would be a separate question.
- **Action Item:** The above rewording changes to the AEC Survey questions were approved by unanimous consent.

5. Survey Response Rate



- In addition to the Qualtrics survey reminders and a communication from President Grasso about the survey that have been used in past year to publicize the AEC survey, AEC members expressed interest in the following outreach efforts:
 - Consult with SACUA about promoting the AEC survey
 - Announce the 2026 AEC survey at a Senate Assembly meeting and ask Senate Assembly members to encourage faculty within their units to take the survey.
 - Consider drafting an article about the AEC survey to appear in the *University Record*.

Adjournment

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