



Report on Activities of Administration Evaluation Committee for 2025-2026

Overview

- **From:** Ashu Tripathi, Chair, Administration Evaluation Committee
- **Subject:** Report on Activities of Administration Evaluation Committee for 2025-2026
- **Committee Members:** Ashu Tripathi (Chair), Audrey Bennett, Eric Beuerlein, Mihai Burzo, Ivo Dinov, James Gulvas, Bobby Madamanchi, Hari Nathan, Kang Geun Shin, Deirdre Spencer, Patricia Tillman-Meakins, Camille Wilson (on sabbatical winter term 2026).
- **ITS Team:** Brian Cors, Christopher Gardner, Priya Mahadevan
- **SACUA Liaison:** Heather O'Malley (fall term 2025)
- **Meeting Dates:** September 15, October 21, November 17, January 19, February 17, March 16, April 21

2025-2026 Committee Charge

1. Review the process of evaluating key University Administrators, from department Chairs/Heads, to Deans, Provost, and the University President. In particular, there should be consideration regarding new ways to error check at two pivotal steps:
 - a. The mapping of HR data to define the administrators being evaluated and the faculty participants in the survey. There have been issues resulting from inaccurate or misleading HR data due to circumstances such as temporary department chairs or faculty on leave.
 - b. The release of the report. Before release, an additional quality-check team should be consulted that includes faculty who (1) have not been previously involved in the administration of this year's survey and (2) could helpfully review the draft results before public release.
2. Plan, implement, and complete the annual faculty evaluation of administrators survey (typically in early Spring towards the end of each academic year).
3. Support faculty, report findings, and address issues related to performing the survey. To achieve these goals, AEC should work closely with SACUA, University ITS, and HR to ensure smooth operations.
4. Following discussions between SACUA and administration, address any issues concerning DEI-related questions included in the survey.

AEC 2025-2026 Survey Milestones

- **AEC survey plan:** AEC closely followed both the 1) Project Overview and Runbook and 2) Survey Project Timeline prepared by the ITS team.
- **Survey questions:** In September, AEC approved the survey questions, with minor changes from the prior year. Additional minor changes were approved in October, and an administrative bloat question was added in November.
- **HR data:** In October, the ITS team contacted U-M HR departments that do not use central Academic HR (e.g. Dearborn, Flint, Dentistry, ISR, Kinesiology, Nursing, Ross, and SMTD). The ITS team had multiple communications with HR October through January to try to ensure accurate



HR data.

- **Data pull date:** The AEC data pull date was December 31, 2025, with a data pull script run in February 2026.
- **Survey communications:** In January, AEC approved the prior year's survey communications for 2025-2026.
- **Impact Evaluation Poll (IEP):** In January, AEC decided there would be no IEP (poll of administrators about the survey) in 2026. The poll will be conducted 1) for major survey changes or 2) every other year or once every three years.
- **Survey interface review:** In February, AEC members reviewed the survey interface with minor changes.
- **Survey launch and close:** The survey launched on March 10th and closed on April 24.
- **Survey response rate:** 24.6% (2,172 out of 8,846) of invited respondents completed the survey.
- **Survey results:** Survey results will be posted [online](#) with a June target publication date.

AEC 2025-2026 Survey Enhancements

- **DEI & other survey question edits:** AEC approved a slight re-wording of the DEI question after consultation with OGC, the Provost's Office, and the SACUA chair. AEC added an administrative bloat question and made edits to several survey questions.
- **Welcome page:** A new welcome page was added with: 1) the survey population, 2) survey website, 3) confidentiality notice and, 4) importance of the survey.
- **Record announcement:** A [survey reminder](#) appeared in the University Record.
- **HR letter:** To help address errors in last year's AEC HR data, AEC approved a letter that was subsequently sent by Senior HR Representatives to HR Officers reminding them to do a final review of their HR data by December 24th.
- **Education HR data & supplemental survey:** When it was discovered mid-survey that the Education HR data was inaccurate again this year, the AEC Chair, FSO Director, and ITS team worked with the Education HR to allow Education faculty to submit free-text survey comments about their deans and chairs.
- **Survey response rate & outreach:** When the survey response rate was at 17.8% on April 8th, the AEC Chair, ITS team, and FSO staff: 1) prepared an email to sent administrators to asking them to encourage their faculty to complete the survey, and 2) tweaked the wording of the final email reminders in attempt to boost the response rate.
- **Pre-release review of AEC survey results:** With FSO assistance, faculty will be identified to preview the AEC survey results to catch any potential errors before the survey is released.

Recommendations for AEC 2026-2027

- **Response rate:** AEC members have expressed interest in increasing the AEC survey rate. Potential ideas to pursue include:
 - Including the current response rate in the survey reminders.
 - Tweaking the survey reminder text and subject lines to boost engagement.
 - A small budget to fund a respondent incentive raffle.
 - Other strategies?
- **Publicizing AEC survey results:** AEC members have recommended that the survey results be better publicized. One such approach would be to consider a publication that included three graphics illustrating carefully selected key AEC-Survey results, in this format: | Example Figure 1



| Example Graph 2 | Example picture 3 | For example, summarize some longitudinal patterns (2019-2026), illustrate AEC 2026 participation, and depict some interesting findings.

- **Review of 2025-2026 AEC tickets:** For 2026-2027, AEC will review a compilation of help tickets submitted in 2025-2026 to help troubleshoot HR data and other issues.

Overall Summary of Committee Work (100 words or less)

- The 2025-2026 [AEC survey](#) was completed by 2,172 (out of 8,846) faculty, lecturers, clinicians, research scientists, librarians, and curators for a response rate of 24.6%. AEC is interested in boosting faculty engagement in the survey and is seeking new ways to publicize survey results. Important projects in 2025-2026 included a slightly tweaked DEI question with a link to U-M core values, a supplemental survey for Education, efforts to improve HR data accuracy, a survey reminder in the Record, end-of-survey outreach to improve survey participation, and a survey results preview process to help ensure data is published without errors.