



## **Committee on the Economic and Social Well-Being of the Faculty (CESWF)**

Minutes of Meeting: 11/14/22

Circulated: DATE

Approved: DATE

Present: Yasmina Laouar (Chair), Violet Barkauskas, Rebekah Modrak, Louise Stein, Hakem Al-Ruston, Elif Oral, John Thomas

Absent: K. Rivet Amico, Christina Aplin-Snider, Elham Mahmoudi

Guests: none

Faculty Senate Office: Eric Vandenberghe

**Time:** Call to Order, Approval of Agenda and Minutes

The agenda was approved.

**1:02pm:** Summary of announcements

### **1:02-1:05pm: Introductions**

Summary: Faculty Governance Coordinator Eric Vandenberghe, and SACUA Liaison Rebekah Modrak were introduced and provided brief description of their roles and background.

Action: Introductions

**1:05-2:02pm:** Discussion of Committee Charge

Summary: Main Points:

- Need for faculty instructors to have the autonomy to decide when it is necessary to teach online.
  - o Discussion about instruction mode (in-person vs. remote). Some of the efforts put forth by the Faculty Senate and SACUA thus far have not progressed. Departments have different policies. A lack of faculty autonomy was discussed.
  - o Discussion focused on faculty autonomy in the classroom. This is a broad issue, but Work Connections was brought up as a continuing point of focus by some. These two points were thought to need to possibly be separated. The suggestion that COVID be brought up as an example of the broader issue was made.
  - o Academic freedom for faculty was discussed at length.
- Identify policies to protect faculty from student's retaliation when students are not satisfied with their grades.
  - o This was supported by each faculty member who spoke.
  - o A suggestion was made to remove the language regarding grades to allow



- for support against retaliation more broadly. Examples given were that there could be retaliation for teaching divisive topics, employing different teaching styles, providing accurate grades.
- A request was made by the committee Chair for committee members to provide specific examples of this type of situation occurring at the University of Michigan to illustrate the need for administrative support against academic freedom of faculty
  - Uncomfortable experiences were identified as a commonality among these retaliation cases.
  - Establish a survey to inform on the trajectory of salaries per gender/race.
    - Suggestion: Perhaps make a request to the President's office. They used to conduct similar surveys annually
    - Dashboard was suggested as a mechanism- does not have salary as an option though. This is a critical piece of info that is necessary
    - Past efforts on this type of survey by this committee were discussed
    - Suggestion: a survey within the University of Michigan before comparing the University of Michigan with peer institutions.
    - Suggestion: contact Luke McCarthy in the Faculty Senate Office regarding how to go about conducting this survey
    - In regards to past data obtained by this committee- Pre-Covid data on this is historical, new data is needed

Possible points for the future:

- Addressing air quality in classrooms
- Providing a survey of tuition and salary of faculty

Action: Discussion; need for examples of student retaliation against faculty at the University of Michigan

**2:02pm**: Adjournment

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office