



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

Minutes of Meeting: 12/12/22

Circulated: 1/4/22

Approved: 1/9/23

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

Absent: K. Rivet Amico, Christina Aplin-Snider, John Thomas

Faculty Senate Office: Eric Vandenberghe

1:02pm: Call to Order, Approval of Agenda and Minutes

The agenda was approved. The minutes for the 11/14/22 meeting were approved.

1:03-1:31pm: Aim 3

Summary: Prior to this meeting, Yasmina met with the Faculty Senate Office Director Luke McCarthy to propose on behalf of the committee that a study of salary trajectory per gender and race/ethnicity be conducted by the Provost's Office. Here, Yasmina reported to the committee the information provided by Luke. This information includes the most recent faculty salary studies (2007 and 2012) provided by Luke. Also, she informed the committee that Luke had reached out to the Provost's Office about conducting a new study. This study is to include data involving gender, race, and ethnicity, among other categories. Luke will also discuss the study with ADVANCE. He noted that the study will likely be conducted by the Provost's Office. It was mentioned that this would likely be conducted in 2023-2024 at the earliest.

A brief discussion was held about the 2012 report. It was suggested that Jennifer Linderman (Director of ADVANCE) be included in the committee discussions and assist in guiding the committee on this topic.

A suggestion was made that the scope of the study be broadened to provide more data.

A concern was brought forth that a "survey" is not needed, and that the current salary data the University has is sufficient. A salary analysis is suggested.

A suggestion was made that part of the study should include a way to flag which faculty members are from institutions in the "Global South." A discussion ensued on the difficulties associated with obtaining this particular data.

Action: Discussion; Action: Yasmina will reach out to Jennifer Linderman about attending the next meetings either in January or February.

1:31-1:48pm: Aim 2



Summary: A suggestion was made that specific examples of student retaliation against faculty should be gathered.

A suggestion was made that when a faculty member has a complaint regarding their teaching brought forward, there should be a committee of fellow faculty members at UM to help determine if punishment is warranted. The committee plans to consider and discuss in-depth other options to determine the best recommendations when this aim is tackled at a later meeting.

A two-part suggestion was made:

- 1- The first point of action would be to determine how students are issuing and arming their complaints. What resources they are engaging, and how those may be damaging to academic freedom and thus to faculty wellbeing.
- 2- The second point of action would be to identify current university resources/mechanisms that can assist faculty in properly navigating this issue.

A suggestion was made to include this in a poll directed to faculty through Community Advocates.

Action: Discussion; Action: Rebekah will send/conduct this poll and share the results with the committee.

1:49-2:06pm: Aim 1

Summary: Time was spent clarifying the major lines of this aim. It was debated whether or not it could be addressed this academic year. It was suggested that this issue have a subcommittee formed to address it. Action: Hakem offered to write a statement on this aim.

Action: Discussion; Action: Hakem will write a statement on this aim.

2:06pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office