



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

January 24, 2022

1:00pm-2:00pm

Circulated:

Approved:

Present: Martha McComas(Chair), Kentaro Toyama (SACUA Liaison),
Christina Aplin-Snyder, Violet Barkauskas, Felix Kabo, Yasmina Laouar, Naomi Laventhal,
Elif Oral, K. Rivet Amico, Elizabeth Devlin

Absent: Natasha Allen, Kathy Babiak, Elham Mahmoudi, John Thomas, Lisa McGinley

Chair McComas called the meeting to order at 1:05pm. She thanked the committee for accepting her as the new chair for the committee. Chair McComas requested an overview of the last meeting from the committee.

Faculty Salary Survey

SACUA Liaison Toyama gave Chair McComas an overview of the previous meeting regarding their discussion surrounding the Faculty Salary Survey. He shared that the Faculty Salary Survey had been previously done every five or six years by the university and one had not been completed recently.

He indicated that SACUA had discussed the survey with Provost Collins, and the survey was being delayed until a new chief diversity officer was in place. The provost's office indicated they would take SACUA's recommendation to initiate the process sooner. SACUA Liaison Toyama shared that the committee had discussed creating a resolution to further encourage the administration to start the process soon.

Chair McComas asked the committee for their feedback, and the committee agreed to create a resolution requesting the commissioning of the Faculty Salary Survey.

The committee discussed the resolution language. Chair McComas created the draft resolution that she will circulate to the committee to gather their feedback to finalize at the next meeting. It was suggested by committee member Laouar that she is part of a DEI group and that they might be able to help with the resolution. Chair McComas indicated that the DEI group could develop their own resolution that supports the CESWF resolution or join the CESWF resolution. Chair McComas and committee member Laouar will discuss, and committee member Laouar will bring these suggestions to her DEI group.

Teaching Flexibility

SACUA Liaison Toyama shared with Chair McComas the discussion from the previous meeting regarding teaching flexibility. He also shared the document that contained the committee's feedback about teaching flexibility. Chair McComas indicated that there was ample data available on this topic from the CESWF survey that was conducted last year that could be pulled for consideration.



Faculty CESWF Survey

The committee discussed the work that has been completed on the analysis of the CESWF Survey and the keyword analysis of the qualitative data. Chair McComas asked if the committee agreed she would move forward with the request for funds for a graduate student to complete the qualitative data analysis. Chair McComas indicated she would request a budget of \$8K for the student. There were some committee members that shared that they had access to a student that might be available to complete the work.

Chair McComas suggested the committee create a subcommittee of CESWF members that would include committee member Kabo and herself to oversee the project. The timelines for the project would be completion by the end of May or June. The committee members agreed with requesting the funds from the Faculty Senate Office and requested access to preliminary analysis and survey data for review to devise the best plan to complete the project. Chair McComas will follow up with committee member Mahmoudi who previously indicated that she may have a student interested in conducting the analysis.

Action Items:

Chair McComas will circulate the resolution to the committee for feedback to finalize at the next meeting.

Chair McComas and committee member Laouar will reach out to her DEI group to see if they would like to join the resolution.

Elizabeth Devlin will give access to the committee to the Dropbox folder that contains the survey data files and the work that has been completed to date.

Chair McComas will contact the Faculty Senate Office regarding funds to support a graduate student to help analyze the qualitative data from the survey.

Meeting Adjourned at 1:50 pm

Respectfully submitted

Elizabeth Devlin
Faculty Governance Coordinator
Faculty Senate Office