

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

January 7, 2021  
9:00 am – 10:00 am  
Zoom

**Attending:** Martha McComas (Chair), Violet Barkauskas, Lisa Bradshaw, Naomi Laventhal, , Caitlin Finlayson (SACUA Liaison), John Buckley, Allyson Flaster, Felix Kabo

**Absent:** Kevin O'Neill, Satish Narayanasamy, Kathy Babiak, Grant Kruger

9:05 Meeting called to order

Chair McComas called the meeting to order and gave an update on the status of the survey. She met with MaryJo Banasik in the Faculty Senate Office, and member Kabo took a look at it and made some adjustments.

The decision was made to send the survey the morning of January 13<sup>th</sup>. A reminder will go out in the Senate Assembly email communication on January 12, and an announcement will be made at Senate Assembly on January 25. The survey will close on January 26.

The group plans to be able to review the data at the next meeting.

Chair McComas turned the meeting over to member Kabo and member Bradshaw to finalize the survey wording.

There was discussion about what faculty groups should be included in the survey. It was decided that all faculty with a 50% or above appointment will be included in the survey.

Member Kabo stated that some changes were made to the survey after it was reviewed by an expert SRO.

Q1. Member Finlayson suggested a change in the language in question 1 that highlights the purpose of the survey rather than the end goal of creating a report. This modification was made.

Q2. Medical campus was removed as an option. It was suggested to change the language to request participants to select all that apply for this question.

Q3-Q7 – no changes – research track was clarified to include research professor/scientist

Page breaks have been added between questions.

Q10 – a question was asked about those with an intermittent appointment. Adjunct was updated to intermittent.

Q12 – There was discussion about whether this question is necessary because the survey is only going to people with a 50% appointment or more. This question requested the FTE appointment percentage. The decision was made to remove this question from the survey.

New Q12 – question was reworded for symmetry and a question mark was added.

Q13-Q15 have been changed. The response fields are essay text boxes. The boxes are now appearing in consistent sizes.

Q16 and Q17 are showing a larger response field.

Member Kabo asked members to review these questions to see if the response fields are inconsistent across these questions.

The larger field is easier to use. Assistance may be needed from IT to adjust this.

Q18 – Member Finlyason noted that the survey disproportionately collects information about what departments are doing well versus what is not going well.

Q19 – This question was restated to allow people to address multiple issues. Negative to neutral response in Q18 will bring an additional response opportunity. The question was revised to specify teaching, research, and service in the context of COVID-19.

Q20 has not changed.

Member Laventhal suggested to provide information about how to access the survey results. This information can also be provided in the email distribution of the survey. The report will be available on the Faculty Senate Office website on the CESWF committee page.

The group worked on the cover letter that will be emailed to the faculty with the link to the survey. The letter was made more neutral by removing language alluding to department support. The cover letter was finalized. The cover letter will be used in the email correspondence.

Member Kabo will send the link to the group so they can review and test the survey.

Member Flaster offered to review the data when the survey is complete. Member Kabo offered to help member Flaster as needed. Member Flaster and member Kabo are starting a subcommittee to review the data. Other group members are invited to join if interested.

Kabo noted that a couple of weeks will be needed to analyze the data due to the open ended questions included in the survey. The goal is to have as much data analyzed as possible by the February 11 meeting.

The next meeting has been set for Thursday, February 11, from 9:00 to 10:00.

10:03 Meeting Adjourned.

Respectfully submitted by

MaryJo Banasik  
Faculty Senate Office