



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

October 15, 2021

Circulated:

Approved:

Present: Brian McCall (Chair), Natasha Allen, Kathy Babiak, Violet Barkauskas, Felix Kabo, Yasmina Laouar, Naomi Laventhal, Elham Mahmoudi, Elif Oral, K. Rivet Amico, Kentaro Toyama (SACUA Liaison), Elizabeth Devlin

Absent: Christina Aplin-Snider, Martha McComas, Lisa McGinley, John Thomas

Chair McCall called the meeting to order at 9:02am.

Chair McCall welcomed the committee and asked committee members to introduce themselves and give some background on why they are on the committee.

**Last year's Committee Work**

Chair McCall introduced the topic of the survey that was administered last year to the faculty.

The committee members that were on the committee last year gave the new committee members a background and overview of the survey that was conducted last year.

The committee discussed the status of the analysis of the survey results.

The committee discussed providing a stipend for a graduate student or even a Ph.D. student that would be interested in helping with the qualitative analysis.

**Action:**

- Chair McCall will meet with the previous CESWF committee chair Martha McComas to receive an overview of the survey and request resources.
- Elizabeth Devlin will create a Dropbox folder for the committee to share files.
- SACUA Liaison Toyama will contact the Faculty Senate office to check on funding requests.

**Faculty Salaries**

Chair McCall indicated that he has access to the IPEDS data up to 2019 and average faculty salary from different ranks and different universities. The committee could compare the differences with peer institutions and how faculty salary has been trending over time.

The committee discussed how some of this data does not include Clinical Faculty information and how to access and include that information. The committee discussed including the medical campus in this comparison and discussed how to get to access that data. The committee discussed disparities in ranks and gender.



SACUA Liaison Toyama gave the committee background on previous requests to the provost's office for faculty salary studies. He suggested that the committee make a case to the provost's office to conduct the salary study.

Action:

- Subcommittee was created to review Clinical Faculty salary data, which includes Naomi Laventhal, Elif Oral and Elham Mahmoudi.
- Chair McCall will check to see if he can locate additional data regarding the clinical faculty/faculty salaries.

**Teaching Flexibility for Faculty with Young Children**

Chair McCall introduced the topic of teaching flexibility for faculty with young children. This was one of the motions that was voted by the Faculty Senate and was passed.

The committee considered what defines young children and if this was in the context of COVID or in general. The motion was put forth in the context of COVID, but is still relevant in the evolving workplace where hybrid/remote work is becoming more common place.

The committee discussed if the category should be expanded to include flexibility for faculty for those living with or caring for an older parent or significant other who is immunodeficient.

The committee discussed how to make recommendations that will have an immediate impact.

Action:

- Chair McCall will ask SACUA Chair Allen Liu, if this is something the committee should consider only in response to COVID or if it is an issue in general.
- SACUA Liaison Toyama said the committee could consider asking SACUA to set up a task force to consider this issue and make concrete recommendations.

**Mental Health and Benefits Support**

- Chair McCall indicated that this topic will be added to the next meeting's agenda for further discussion.

Meeting Adjourned at 10:00am

Respectfully submitted

Elizabeth Devlin  
Faculty Governance Coordinator  
Faculty Senate Office