

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

December 14, 2020

11:00 am – 12:00 pm

Zoom

**Attending:** Martha McComas (Chair), Violet Barkauskas, Lisa Bradshaw, Naomi Lavenenthal, Kathy Babiak, Felix Kabo, Grant Kruger, Caitlin Finlayson (SACUA Liaison)

**Absent:** Kevin O'Neill, Allyson Flaster, Satish Narayanasamy, John Buckley

11:05 Chair McComas called the meeting to order.

Member Bradshaw shared the Qulatrix survey.

The committee worked on wrapping up the survey text so the survey can be distributed and a report prepared.

There was a discussion about whether IRB exemption is needed for this survey. It was acknowledged that this project is not for research purposes, and the responses are anonymous, so IRB review and exemption will not be needed.

The group reviewed the survey. There is skip logic so that the campus selection automatically directs the survey respondent to the respective units affiliated with the campus where they work.

They reviewed the list of units. It would be advisable to leave the Flint and Dearborn campuses at the college level rather than the unit level to protect anonymity of respondents. Some units on the Dearborn and Flint campuses are very small.

There was a discussion about departments. It was decided that identifying one's department will be optional. Member Bradshaw also noted that a question asks about supports that have been put in place. This will allow people to skip this response if it would be too self-identifying.

The group reviewed the faculty tracks. Librarians were added to Faculty Track as a separate category. A discussion about faculty appointments ensued. Librarians are staff at Dearborn and Flint. There was suggestion to focus the survey on people with faculty appointments. It was decided to not include archivists and curators. They are not currently part of Faculty Senate, and their contact information is more difficult to obtain. The category of Visiting was removed.

The group discussed whether "primary" should be a qualifier for a department. It was mentioned that people may be appointed with multiple departments. Having people respond to the survey for each department may be too difficult to do. The word "primary" was retained.

The group discussed the question specific to supports provided by the primary unit. A couple of members expressed support for separate questions. Separate space is helpful for people to be specific about where they have received support and where they have not.

Open questions were added to cover academic administrative responsibilities and also clinical responsibilities. Skip logic was added so that people would not need to answer all 5 open ended questions. If a person marks Not Applicable, then the specific questions will not be presented.

## Understanding the nature of the impacts

Responses of any level of agree or disagree should all lead to the open questions. It was discussed whether Neutral should include the open questions. It was decided that people who check Neutral will receive the open ended questions for those items.

The question “What continues to be the most challenging?” was revised, “If applicable, please list your most significant unresolved challenge related to your U-M work in the context of the COVID-19 pandemic.”

## COVID-19 recommendations

Logistics were discussed. Dearborn and Flint – there should be a statement explaining the purpose of the survey. Martha said she will work on a cover letter with MaryJo Banasik and Colleen Conway.

Member Kabo and Member Bradshaw will finalize the survey. Martha, MaryJo, Felix and Colleen will meet in January. The survey can be finalized to go out in January. The Faculty Senate Office will distribute the link to the survey to the included faculty groups on behalf of the committee.

Chair McComas discussed the next meeting date. It was agreed that the next meeting will be the first week of January. Chair McComas will identify a date based on the group poll. The goal will be for the Faculty Senate Office to get the survey out by January 11.

12:06 Meeting Adjourned

Respectfully submitted by

MaryJo Banasik  
Faculty Senate Office