



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

December 3, 2021
9:00am-10:00am
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Present: Kentaro Toyama (SACUA Liaison), Kathy Babiak, Violet Barkauskas, Felix Kabo, Yasmina Laouar, Naomi Laventhal, Elham Mahmoudi, Elif Oral, K. Rivet Amico, John Thomas, Elizabeth Devlin

Absent: Natasha Allen, Christina Aplin-Snider, Martha McComas, Lisa McGinley

SACUA Liaison Toyama called the meeting to order at 9:05am.

CESWF Chair Update and Next Steps

SACUA Liaison Toyama solicited the committee members for volunteers as the new chair for CESWF. He explained that the current chair had stepped down due to health reasons. Committee Oral expressed interest in chairing the committee, but at a later date as her department is still dealing with the COVID surge.

SACUA Liaison Toyama provided an overview of the agenda and provided some updates from SACUA.

Faculty Salary Survey

SACUA Liaison Toyama shared with the committee that SACUA had meet with Provost Susan Collins and had asked about the timelines for a faculty salary survey. The provost indicated that she wanted to wait to conduct the survey until a new chief diversity officer was in place. SACUA responded that it could take a few years to launch the survey if they waited for a new chief diversity officer since the survey setup and analysis could take some time. The provost responded that she would take this into consideration. SACUA will follow-up about the survey the next time they meet with the provost.

The committee discussed the survey outcomes regarding finding the disparities between, for example, gender and race. They also discussed how the results should be made publicly available. The committee discussed comparisons with other institutions. SACUA Liaison Toyama suggested that the committee could put forth a resolution to urge conducting the survey in a timely manner.

Teaching Flexibility

SACUA Liaison Toyama shared with the committee that one of the issues faculty has expressed is flexibility in teaching modality. The committee discussed approaching the issue by defining which groups should benefit from flexibility or making it uniform. The committee discussed how several groups of faculty can benefit from teaching flexibility. Teaching flexibility could be extended and seen as an added benefit to faculty even after COVID. This flexibility could help address the limited childcare benefits available to faculty.



The committee discussed the changes to the future of work and how other organizations are studying the best option for employees such as remote or hybrid. The committee agreed that a broad study or survey could be conducted by the university to examine the different work models.

New CESWF Chair

SACUA Liaison Toyama brought forth the issue of voting for a new chair. He indicated that Martha McComas, the chair from last year had volunteered to chair the committee again. Since there were no other volunteers from the committee members, he asked the committee to take a vote. The committee voted with one abstention to have Martha McComas serve as the CESWF chair.

Faculty Survey

SACUA Liaison Toyama shared with the committee that there was some funding available to hire a graduate student or to help with the analysis of the survey results from last year. He suggested to the committee that perhaps a subcommittee could be created to develop a proposal that would include budget, effort, and what type of graduate student would be needed to conduct the analysis. Committee member Kabo gave an overview of the type of qualitative analysis would be required.

SACUA Liaison Toyama asked the committee for volunteers to oversee the process. He has access to students that could potentially do the qualitative analysis.

Committee member Kabo placed all the survey analysis materials into the shared Dropbox folder and suggested that committee members review the analysis that has already been completed. He recommended to move the process forward to continue with the work that has already been completed.

SACUA Liaison Toyama suggested that the individual from the committee that volunteers to oversee the analysis will bring their expertise in deciding how the qualitative analysis will be completed.

The committee discussed the survey analysis and SACUA Liaison Toyama indicated that most likely the committee would want to complete it by the end of the academic year or the next six months.

Committee member Mahmoudi shared that she has access to a student that could possibly be available to work on the qualitative analysis. She will reach out to the student and take into consideration the timelines. She will review the analysis materials available and will let the committee know if she is available to oversee the process.

Action Items:

SACUA Liaison Toyama will relay to the Faculty Senate Office that Martha McComas has been voted in as the new chair of the committee.

The Faculty Senate Office will poll the committee members to schedule the CESWF committee meetings for the winter semester.



Meeting Adjourned at 10:00am

Respectfully submitted

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