



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

February 7, 2022

1:00pm-2:00pm

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Approved:

Present: Martha McComas(Chair), Kentaro Toyama (SACUA Liaison), Natasha Allen, Violet Barkauskas, Felix Kabo, Yasmina Laouar, Elif Oral, K. Rivet Amico, Elizabeth Devlin

Absent: Christina Aplin-Snider, Kathy Babiak, Naomi Laventhal, Elham Mahmoudi, John Thomas, Lisa McGinley

Chair McComas called the meeting to order at 1:04pm.

**Faculty Salary Survey**

Chair McComas shared the revised recommendations to urge the administration to conduct a faculty survey as soon as possible. The committee discussed and approved the language.

- We the members of the Committee on the Economic and Social Well-Being of the Faculty (CESWF) recommend a new and comprehensive faculty salary study be conducted across the university with analyses to identify/monitor potential disparities, by gender, race, ethnicity, across and between groups, consistent within position/rank be commissioned by the U-M administration. The goals of this study would be to: 1.) look for inequities in salaries within the institution, 2.) compare our data with other comparable academic institutions; and 3.) remain competitive in the workplace to attract and retain highest caliber faculty.

Chair McComas will wait to hear on whether the DEI committee would like to weigh in and if they would like to add their support to the CESWF statement, or if they would like to create their own to release a joint statement. Once the statement has been finalized, Chair McComas will send the statement to SACUA Chair, Allen Liu. Chair McComas will only make a change to add the DEI Committee if they decide to add their support to the recommendation.

**Faculty CESWF COVID Impact Survey**

Chair McComas shared that funding for a student to help with the qualitative analysis for up to \$5K has been confirmed from the Faculty Senate Office. The Faculty Senate Office provided names of two faculty members that could identify potential faculty to oversee the administrative portion of the student's work. The committee discussed having a member of the CESWF oversee the student's work in helping with the qualitative analysis. The committee discussed that the person who is overseeing the student's work should also provide administrative oversight.

Chair McComas asked if there was anyone on the committee who would be willing to provide the oversight.



Committee member Karo will reach out to his contacts who have expertise in this space and see if they are available to help with the student oversight. Chair McComas indicated that she anticipated the work will take 4-6 weeks in length.

Chair McComas shared that the committee does have the quantitative data available, and she asked if any committee members were interested in volunteering to start that portion of the report. Committee member Amico indicated that as part of the report the rationale for the survey would be included. Chair McComas indicated that if she is interested in working on that portion of the report, she would be happy to lead that group with other volunteers.

**Action Items:**

Chair McComas and the committee agreed to create a subcommittee that consists of committee members Amico and Kabo to start working on the report. She invited other committee members to email her if they are interested in joining the group.

Chair McComas and committee member Laouar will follow up with the DEI group to see if they would like to join the resolution.

Committee member Kabo will reach out to his contacts who have expertise in this space and see if they are available to help with the student oversight.

Meeting Adjourned at 1:34 pm

Respectfully submitted

Elizabeth Devlin  
Faculty Governance Coordinator  
Faculty Senate Office