



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

Minutes of Meeting: 1/9/23

Circulated: 2/6/23

Approved: 2/13/23

Present: Yasmina Laouar (Chair), John Thomas, Violet Barkauskas, Rebekah Modrak, Louise Stein, K. Rivet Amico, Elham Mahmoudi

Absent: Hakem Al-Ruston, Christina Aplin-Snider, Elif Oral

Guests: Jennifer Linderman

Faculty Senate Office: Eric Vandenberghe

**1:03pm-1:04pm**: Call to Order, Approval of Agenda and Minutes

The agenda was approved. The minutes for the December and October meetings were approved.

**1:04pm-2:02pm: Discussion on parameters that should be included in the new study of the current data regarding faculty salaries**

Summary: Guest Dr. Jennifer Linderman was introduced. A discussion ensued on the needed parameters in the new study of the current data regarding faculty salaries. The following suggestions were offered:

- Years at UM
  - o Consider years of service at other institutions
  - o Info may be available in terms of “years since last degree earned.” This does not provide what was done in that time
- Degrees held
  - o Years since highest degree
  - o What is the highest degree earned?
- Race/Ethnicity
  - o Will need to work with the available data
  - o How many in each division?
- Gender
  - o Would be ideal to work with the most expanded version of data possible
    - May not be available beyond “his” and “hers”
  - o How many of each category in each division?
- By unit
  - o It is important to determine which units need improvement in salary related issues
- Field of study
  - o Physician: PCP vs. Surgeon has different salaries
  - o This information may not be available
    - It may be a limitation if this is unavailable
- Age



- Clinical experience in nursing was cited as an example of someone with relevant experience prior to obtaining their highest degree
- Are faculty blocked from promotion at a certain age?
- Rank
  - Years in rank as well

ADVANCE studies are noted as useful in breaking down data on campus.

The study is confined to the data already available.

Request: have a member of the CESWF committee in the study group conducting the survey to provide guidance.

Administrative appointment: how are they affecting the various categories (past or present); joint appointments are also a point of interest in this regard.

Interpretation of the data is important- do not want it to be spun into something it is not.

Need to clarify how the survey will be broken down (department, unit/school, campus, etc.)

The goal of the data interpretation is to realize trends where certain units, schools, campuses is to ultimately address issues that may arise.

Should specify in the letter that all three campuses (Ann Arbor, Flint, and Dearborn) should be included in the study.

Some individuals may have a problem with the study being broken down into units, as it would cause those in certain categories to be identifiable within a unit. A report may be sent publically and more data is available privately. CESWF needs the breakdown to help identify and address issues.

Subcommittee to draft the recommendations: Yasmina, Rivet, Rebekah

Action: Discussion; of recommendations

**2:03pm:** Adjournment

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office