



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

Minutes of Meeting: 2/13/23

Circulated: 4/5/23

Approved: 4/10/23

Present: Yasmina Laouar (Chair), Hakem Al-Ruston, Rebekah Modrak, Louise Stein, K. Rivet Amico, Elham Mahmoudi, John Thomas

Absent: Christina Aplin-Snider, Violet Barkauskas, Elif Oral

Faculty Senate Office: Eric Vandenberghe

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

The agenda was approved. The minutes for the January meeting were approved.

1:03pm-1:10pm: Review & approval of the letter the committee will send to the provost to “request” a study/analysis of faculty salary based on gender and race/ethnicity

Summary: The letter was reviewed and changes were made. The letter will be corrected, and then the letter will be sent to the FSO. The FSO will send the letter to the Chair of SACUA, and then the Chair will send it to the Provost.

Action: Letter updated; to be sent to the Provost.

1:10pm-2:01pm: Rebekah Modrak will discuss briefly her initiative to the Community Advocates to collect faculty experience of administrative overreach or misbehavior, retaliation, sexual misconduct, or unfair tenure/promotion treatments.

Summary: The Chair provided context to the group for this. She provided specific examples of this occurring. It was mentioned that having students reacting negatively to content and teaching methods can have negative consequences that diminish the quality of education. It is necessary to have support for academic freedom reasserted by the administration and unit leadership. The Chair set forth ideas for 2 subcommittees to address this issue.

The ECRT was discussed.

Rebekah discussed the initiative she is involved in and shared the contents of her letter draft.

A suggestion was made for a webinar, symposium, panel discussion, and/or open letter for free speech, potentially sponsored by the UM Senate Assembly. Committee members provided more specific examples of this type of retaliation occurring to them or to colleagues here at UM. Several examples were provided that faculty are unable to provide basic criticism. Examples were given across disciplines. The consequences of this type of retaliation was discussed. Faculty solidarity was noted as being vital to addressing this

issue.

An idea was provided that complaints regarding the content of academics should be addressed by faculty peers. A point was made that accusations of sexual misconduct should not be brought to academic peers, and instead be reviewed by those properly trained on this matter.

Idea for next meeting: try to brainstorm ideas for how to address this issue based on responses Rebekah receives.

It was suggested that a guest speaker join a future meeting to further discuss this topic.

Action: Discussion

2:02pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office