

To: SACUA

From: Yasmina Laouar, Chair, Committee on the Economic and Social Well-Being of the Faculty

Subject: Report on Activities of the Committee on the Economic and Social Well-Being of the Faculty for AY 22-23

Members: Yasmina Laouar (Chair), Hakem Al-Ruston, K. Rivet Amico, Christina Aplin-Snider, Violet Barkauskas, Elham Mahmoudi, Elif Oral, Louise Stein, John Thomas

SACUA Liaison: Rebekah Modrak

Meeting Dates: 10/10/22; 11/14/22; 12/12/22; 1/9/23; 2/13/23; 4/10/23

Committee Charge

SPECIFIC CHARGE 2022 – 2023

The committee has agreed to invest efforts to achieve the following goals:

1. Establish faculty governance in the classroom: The goal from this effort is to move from a centralized governance to a localized governance model in which the decision of instruction mode delivery is delegated to department/specialty and their faculty.
2. Protect faculty from student's retaliation: The goal from this effort is to identify policies to protect faculty from student retaliation over teaching topics, teaching styles, or unsatisfactory grades.
3. Re-examine the trajectory of faculty salary per gender/race: The goal from this effort is to provide data on faculty salary equity to examine trends in compensation by gender, rank, and department/specialty at the institution level.

Committee Actions

1- Guests' contribution to CESWF meetings

1.1 CESWF committee meeting with Dr. Jennifer Linderman (Meeting: 1/9/2022) to discuss parameters that should be included in the new study of the current data regarding faculty salaries (Charge 3).

Dr. Jennifer Linderman, Pamela Raymond Collegiate Professor of Engineering and Director of ADVANCE Program (University of Michigan).

1.2 CESWF committee meeting with Dr. Samer Ali (Meeting: 4/10/2022) to discuss policies to protect faculty from student's retaliation, administrative overreach or misbehavior, retaliation, sexual misconduct, or unfair tenure/promotion treatments (Charge 2).

Dr. Samer Ali, Associate Professor of Arabic Language and Literature, LSI, International Institute (University of Michigan).

1.3 Meeting with Drs. Donna Ginther, Damani Partridge, Allen Liu, and Lucas McCarthy (Meeting: 4/5/2022) to discuss alternatives to conduct salary study. Please note that this meeting was held with Yasmina Laouar (chair) on behalf of CESWF committee (Charge 3).

Dr. Donna Ginther, Roy A. Roberts & Regents Distinguished Professor of Economics and Director of the Institute for Policy & Social Research at the University of Kansas and a Research Associate at the National Bureau of Economic Research (University of Kansas).

Dr. Damani Partridge, Professor of Anthropology; Professor of Afroamerican and African Studies (University of Michigan).

Dr. Allen Liu, Associate Professor, Mechanical Engineering, Associate Professor, Biomedical Engineering, and chair of SACUA (University of Michigan).

Dr. Lucas McCarthy, Director, Faculty Senate Office (University of Michigan).

2- Letters from CESWF

2.1 Letter from CESWF to Provost McCauley to request an updated equitable-pay analysis of faculty salaries, to include all ranks, by race/ethnicity, gender, age, and other factors (see below) across all three University of Michigan campuses. See attachment #1 (Charge 3).

2.2 Letter from CESWF to Professor McQuade and Vice President Kolb to express our concerns that Dr. Tami Strickman, the Director of the ECRT Office, is serving on the search committee to hire a director to lead the new Ethics, Integrity, and Compliance Office (EIC). See attachment #2

Information Obtained

- 1- Letter from CESWF to Provost McCauley: Provost McCauley is not going forward with a salary analysis at this time as reported by SACUA chair, Dr. Allen Liu. Provost said moving forward with the survey would more difficult than she had originally expected it to be. The provost also mentioned that this could fall under the purview of DEI 2.0 and could be addressed with Tabbye Chavous. No formal reply was received from Provost McCauley.
- 2- Letter to CESWF from Professor McQuade and Vice President Kolb: See attachment #3.

Recommendations

- Work with SACUA and outside entities to conduct an updated salary study.
 - This study should include the recommendations provided in the attached letter sent by the CESWF to the Provost earlier this year.
 - Review UM salary data via [Academic Analytics](#) and the [Association of American Universities Data Exchange](#).
 - Use the [COACHE survey](#) as a potential resource.
 - Use resources from UM including Faculty and staff [salary data](#), and [HR data requests](#).
 - Contact former and current UM faculty who may be helpful in this endeavor of a salary analysis due to their expertise and familiarity with type of work. [Susan M. Dynarski](#), formerly of UM, and now at Harvard, has relevant data. UM ISR's [Maggie Levenstein](#) is mentioned as

someone to reach out to. [Martha Bailey](#) of UCLA, is another person to consider reaching out to.

- Address the issue of student retaliation.
 - Determine how students are issuing their complaints. What resources are they engaging, and how are those complaints affecting academic freedom and faculty wellbeing?
 - Identify current university resources/mechanisms that can assist faculty in properly navigating this issue.
 - Host an event that allows for an open dialogue amongst faculty to advocate for academic freedom.
 - Ideas for this included a webinar, symposium, panel discussion, and/or open letter for free speech, potentially sponsored by the UM Senate Assembly.
 - In meeting discussions, committee members provided specific examples of retaliation occurring to them or to colleagues at the University of Michigan. Several examples across disciplines were provided that faculty are unable to provide basic criticism. The consequences of this is that faculty are less likely to be able to provide a complete education. Faculty solidarity was noted as being vital to addressing this issue.

Attachments

1. Letter to Provost McCauley
2. Letter to Professor McQuade and Vice President Kolb
3. Response from Vice President Kolb