



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

Minutes of Meeting: 4/10/2023

Circulated: 4/11/2023

Approved: 9/25/2023

Present: Violet Barkauskas, Yasmina Laouar (Chair), Hakem Al-Ruston, Louise Stein, K. Rivet Amico, Rebekah Modrak, Elif Oral, John Thomas

Absent: Christina Aplin-Snider, Elham Mahmoudi

Guests: Samer Ali

Faculty Senate Office: Eric Vandenberghe

1:05pm: Call to Order, Approval of Agenda and Minutes

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

1:05pm-1:15pm: Aim 1: “Conduct a study analysis of faculty salary based on gender and race/ethnicity.”

Summary: Yasmina provided an update on this Aim. The Provost is not going forward with a salary analysis at this time. After discussion with Deans, the 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.

Last week, Yasmina met with Allen Liu, Donna Ginther, Damani Partridge, and Luke McCarthy regarding a salary analysis. Donna Ginther has analyzed salary as part of her research at KU and provided potential contacts, as well as potential resources to utilize.

The discussion turned to next steps for SACUA and the CESWF to facilitate a salary survey. It does not appear that the University administration will be addressing this issue at this time, so it may behoove faculty governance to address this issue on its own.

The next step will be to explore the possibility of SACUA commissioning its own salary analysis.

Action: Update and discussion

1:15pm-2:12pm: Aim 2: “Identify policies to protect faculty from student's retaliation, administrative overreach or misbehavior, retaliation, sexual misconduct, or unfair tenure/promotion treatments.”

Summary: Rebekah provided an update on the Community Advocates inquiry. They are currently going through the responses to remove identifying information. The subject matter is being reviewed at this time.



Samer Ali joined the meeting for this conversation.

Retaliation from former students is an issue brought forth by a member of the committee. The content of courses could be dictated by the students, if this issue is not adequately addressed. The University needs to be at the forefront of addressing this issue.

A question posed to the committee is whether to narrow the scope of retaliation or not. Discussion ensued on this point.

The dynamics at the Flint and Dearborn campuses are discussed.

There is a distinction to be made between illegal acts, and misconduct that only violates university/school policy. Solidarity is one key way to combat retaliation. Faculty Governance is another mechanism that can also assist. It is better to have group support, rather than individual faculty.

The advent and advancement of social media has negatively impacted the sense of community at the University, as there is less comradery due to the impersonal nature of most interactions that technology has brought. The lack of face to face interaction depersonalizes units, and can exacerbate existing issues that otherwise might not have festered.

We can't affect what students post or disseminate otherwise. The problem is when this is used as direct evidence against faculty by administrators. Examples are given where this issue is evident. A call is made for transparent due process. It can't just be up to a Dean's opinion, and there should be clear metrics to judge faculty.

A suggestion was made to send a letter to President Ono about the Office of Ethics and Compliance. Rebekah will work to write a draft and share it with the group.

A call for ideas of how to move forward was made. Suggestions were provided, including sending a letter, or further drawing attention to this issue.

An idea was proposed to "REQUEST for specific standards for both students and faculty and leadership for protection of students AND faculty AND any leader in the position of navigating student complaints. Guidelines that are transparent are needed. What constitutes a legit complaint?"

An idea was proposed to have a symposium on academic freedom and to ensure equitable and fair communication. This should be done in conjunction with students.

An idea was proposed to have one additional layer of examination when an issue involving curriculum is brought up. The review would be by a group of peers, who can review the issue.

Support is given for this aim to continue on to next year's committee charge.

Action: Discussion



2:12pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office

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