



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

Committee Chair: Yasmina Laouar, Medical School

Date: 10/30/2023

Agenda

- 1- Approval of the last meeting minutes.
- 2- Brief introduction of the committee since we have guest contributing to the meeting.
- 3- Introduction of University Faculty Ombuds Drs. Michèle Hannoosh and may be (hopefully) Stephanie Preston.
<https://ombuds.umich.edu/>
<https://facultyombuds.umich.edu/contact/>

- 4- Group discussion with our guests about our Goal #1:

Goal #1 Scrutinize the existing UM Standard Practice Guide concerning protection against retaliation and formulate policy recommendations aiming to:

- a. Safeguard faculty independence within classrooms, including curriculum, pedagogical techniques, and evaluation processes, with an aim to counteract potential student backlashes that might seek administrative sanctions.
- b. Protect faculty from retaliatory actions initiated by fellow faculty members or administrators.

These are questions to consider for brainstorming with our guests:

- What deficiencies can be identified within the U-M Standard Practice Guide (SPG)?
- What is the time limit for former students or any members of the U-M community who have left campus a long time ago to file accusations against faculty members?
- What factors determine when an investigation is initiated? Why are certain claims addressed by U-M while others are not?
- Which authority at UM is responsible for determining whether a specific complaint warrants an investigation, while another does not? Is the decision to initiate an investigation a prerogative of a specific authority, for instance a dean, or does it involve multiple individuals?
- What challenges do faculty members face regarding access to information during ECRT investigations?
- Within an investigation, when faculty members are presumed innocent until proven guilty, how does this affect their progression toward promotion for instance? What protections or lack thereof do faculty members have during these investigations?
- In what ways can baseless complaints and investigations have detrimental



effects on the well-being of the faculty community?

- Is there an understanding of the consequences for a faculty member's career after they have been declared innocent? Are there any university initiatives to provide assistance in such cases to boost the faculty career or perhaps a financial aid.
 - How simple or challenging is it for a faculty member to initiate a claim and trigger an investigation? Does the university facilitate this process more for student claims compared to faculty claims? Given that student claims primarily involve faculty members, while faculty claims often target other faculty members or higher authorities, is there a potential bias in the handling of these claims?
- 5- List of additional key *guests to be considered for participation in the upcoming meeting.
- Current and former UM faculty advocates for the faculty:
Fatma Muge Gocek: <https://lsa.umich.edu/soc/people/faculty/gocek.html>
Silke Weinert: TBD
 - UM-lawyers (Office of the General Counsel)
Gloria Hage: <https://ogc.umich.edu/attorneys-staff/gloria-hage/>
 - Non-UM lawyers
Nicholas Rommel from Nachtlaw: <https://www.nachtlaw.com/>
Salvatore, Prescott, Porter and Porter: <https://spplawyers.com/>
Joshua Engel from Engle and <https://engelandmartin.com/professionals/>
Brian J. Farrar from Sterling: <https://www.sterlingattorneys.com/attorney/brian-j-farrar/>
 - Academic Freedom (<https://academicfreedom.org/leadership/>)
Should we invite guest to this committee or coordinate with Luke to complete Goal #2. What is the proposed date for this event?
Goal #2: Contemplate organizing an event during the winter term, in collaboration and with the support of the Faculty Senate Office, which encourages transparent communication among faculty members, championing academic freedom.

* List provided by Louise - many thanks to Louise for this comprehensive list!

Yasmina Laouar, Ph.D.