

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

Minutes of Meeting: 9/25/23

Circulated: 10/23/23

Approved: 10/30/23

Present: Yasmina Laouar (Chair), Hakem Al-Ruston, Elham Mahmoudi, Chris Rider, Suzanne Selig, Yulia Severygina, Louise Stein, John Thomas

Absent: K. Rivet Amico, Christina Aplin-Snider, Rebekah Modrak (SACUA liaison), Elif Oral

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

1:02pm-1:07pm: Call to Order, Approval of Agenda and Minutes, Brief Introductions

The agenda was approved. The minutes for the April 2023 CESWF meeting were approved. Each committee member provided a brief introduction.

1:07pm-1:11pm: Updates on the key results from the previous year's efforts in CESWF – An update on the salary study's progress by Tom Braun.

Summary: The Chair provided an update on the salary study from SACUA Chair Tom Braun. This was a major effort worked on by the committee during the 2022-2023 academic year. There is progress being made and support from administration. The suggestion was made that a member of the CESWF be closely involved in the salary study committee once more progress is made and the study is conducted.

Action: Discussion and introductions

1:11pm-1:20pm: Review of the committee's defined objectives for 2022-23

Summary: The charge of the committee was reviewed and discussed by the Chair point by point. The Chair provided possible suggestions on how to address each point of the charge. It was emphasized that the route taken would be determined by the committee. Committee members spoke on which charge points were most important to them.

Action: Discussion

1:20pm-1:56pm: Committee discussion on the strategic approach for achieving this year's goals

Summary: After discussion of the Charges, the Chair opened the discussion to the floor.

A review of the SPGs related to protection of faculty against retaliation was brought up. The SPG that was brought up did not adequately address the type of retaliation being addressed in the opinion of several members. It was suggested to refine or create a new SPG to address this issue. For a better understanding of the SPG, and the topic generally, it was suggested that guests being invited. Suggested guests included the faculty ombuds, representatives of



the General Counsel's Office, Faculty Affairs, and/or Academic HR. The meeting may need to take place outside of our normal meeting hours. Examples of retaliation against faculty are provided by several members.

One of the primary goals that the committee is striving towards is formulating recommendations that can be presented to SACUA. It is suggested that we look to other Universities for addressing and protecting academic freedom. Princeton and the University of Chicago are listed as examples. Princeton's Academic Freedom Initiative is specifically referenced as an example to review: <https://uchv.princeton.edu/news/uchv-launches-academic-freedom-initiative>.

The proposed event centered on Academic Freedom is discussed. Another event focused on faculty well-being is mentioned as one that committee will be consulted on.

Action: Discussion

1:56pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office