



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

Committee Chair: Yasmina Laouar, Medical School

Date: 01/29/2024

Meeting Agenda

- 1- Approval of Last Meeting Minutes. Review and approve the minutes from our previous meeting.
- 2- **Discussion item #1:** Review of SPG Deficiencies and Recommendations
We will analyze and finalize our conclusions on the deficiencies and recommendations identified in the University of Michigan's current Standard Practice Guide (SPG).

Objectives: Scrutinize the existing UM Standard Practice Guide in the context of protecting faculty against retaliation to: (a) Formulate policy recommendations that aim to safeguard faculty independence within classrooms, including curriculum, pedagogical techniques, and evaluation processes, countering potential student backlash that might seek administrative sanctions. And (b) Protect faculty from retaliatory actions initiated by fellow faculty members or administrators.

Results: Our analysis has identified multiple areas requiring improvement within the SPG as it relates to faculty protection against retaliation. As the Committee on Economic and Social Well-Being of Faculty (CESWF), we are focused on addressing these gaps to reinforce the university's policies, ensuring stronger protection and more equitable investigation processes. The key points from our analysis are detailed in the attached document.

Joined documents:

- Set of questions discussed during our meetings (with guests).
- List of identified deficiencies and corresponding recommendations in the current SPG for committee review and approval.

- 3- **Discuss item #2:** Changes in Retiree Faculty Benefits
We will hold a brief discussion on the urgent matter concerning changes to retiree faculty benefits, in preparation for a special meeting with faculty representatives and HR. This issue, highlighted by several colleagues, is time-sensitive and requires our committee's urgent attention.

Joined documents:

- Handout prepared by Professor Robert Frazer (faculty retiree and former member of CESFW).
- The benefits office fact sheet.
- A link [the chart](#) to the relevant chart for reference.



Please prepare to discuss these items and review the joined documents in advance.
Your input and insights are crucial for our deliberations and decision-making.

Yasmina Laouar, Ph.D.