

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

Minutes of Meeting: 12/4/23

Circulated: 1/22/24

Approved: 1/29/24

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

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

### Guests:

- Kelcey Stratton, Clinical Assistant Professor in the Department of Psychiatry and Chief Behavioral Health Strategist at the University of Michigan
- Tom Waldecker, Director of FASCCO

Faculty Senate Office: Eric Vandenberghe

**1:02pm:** Call to Order, Approval of Agenda and Minutes

The agenda was approved. The minutes for the October CESWF meeting were approved.

### **1:02pm-2:10pm: Discussion with guests regarding faculty burnout**

Summary: The Chair introduced the two guests for the meeting, which focused on properly addressing faculty burnout. The Chair also provided an overview of the charge point that is relevant to this discussion, including background and examples of faculty burnout. The Chair went through a list of questions found in the agenda that could be used to spur the discussion.

The guests provided an overview of current efforts to address mental health needs of faculty. Stratton provided information on her background. She went over the five essentials for workplace mental health and well-being: opportunity for growth, protection from harm, connection and community, work-life harmony, and mattering at work. One of the initiatives is the work of the Well-being Collective (WC) and the Okanagan Charter. WC looks at organizational mechanisms to positively address mental health issues.

Stratton reviewed the model of workplace well-being, which was developed at the Michigan Medicine Wellness Office. These models can apply to more groups than just Michigan Medicine. Mental Health Strategic planning is currently underway. This is an opportunity to address the mental health needs of the campus community.

The metrics for Mental and Emotional Health (MEH) EAP Sources over the past few years are reviewed. The Continuum of Care chart is briefly reviewed.

Waldecker provided an overview of the Faculty and Staff Counseling and Consultation Office (FASCCO). Since the start of the pandemic, FASCCO has seen an increase in counseling

requests.

One member discussed 2 areas of stress for faculty: work and outside of work. It would be ideal to address the demands of the job. The need to address the institutional demands are discussed, and how these cannot be properly addressed with the current resources.

The cultures of different departments are discussed. These differences can lead to different stressors that can then lead to burnout.

There are times when it feels like the amount of work being put forth is not proportionate with the recognition received. Additional effort does not change the expectations on faculty. Because of this, there are a many faculty that experience burnout. Addressing root causes are important, rather than just addressing the aftermath.

Examples of burnout are provided. It is recognized that burnout means different things to different people. The Chair encourages the committee to share what it means to them, both now and after the meeting.

There are instances when the values projected by the institution do not match the actions taken. Examples are provided including responses to recent political events, in regards to the support offered to the faculty when their pedagogy is challenged. Academic freedom is under siege, and the hope and expectation is that the institution will provide support for faculty, but that is not always the case. There is an issue of policy implementation.

The guests will send the resources they shared during this meeting to the group. This will assist the committee in identifying which stressors are not being fully addressed. The Chair provided a roadmap of how the committee can proceed.

Action: Presentations and Discussion

**2:10pm:** Adjournment

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office