

GENERAL CHARGE FOR STANDING SENATE ASSEMBLY COMMITTEES

Standing committees are established by Senate Assembly as mandated in Section 4.06 of the Regents' Bylaws. In collaboration with the Faculty Senate Office and SACUA, standing committees advise and consult with the vice presidents of the university on matters within the areas of their respective responsibilities. Senate Assembly standing committees are charged with bringing faculty voice and perspective to a broad range of university activities including policy and procedure. Senate Assembly standing committees shall strive to provide advice and consultation to their respective vice presidents in a timely fashion so that faculty perspectives are considered during the decision-making process.

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

Committee Chair: Hakem Al-Rustom, Alex Manoogian Professor of Modern Armenian History; Assistant Professor, History/Anthropology

Specific Charge 2024-2025

1. Review of the factors contributing to faculty burnout [pending from 2023-24]: Since many topics raised previously involve a need for better student support systems—especially to alleviate pressure on faculty—we will investigate the training UM advisors receive and assess how the institution supports faculty in managing students' concerns. While the committee discussed recommendations last year, these were not finalized or submitted to the Faculty Senate. In this review, we will adopt an empathetic, holistic approach that considers how institutional pressures and student demands affect faculty members.
2. Reviewing Faculty Retention Issues relating to the economic and social well-being of faculty [based on the Advance Program Survey of 2023], prioritizing:
 - Former Assistant Professors felt that their overall workload, in terms of time spent on research, teaching, and service was burdensome, and sought out more sustainable early career faculty roles elsewhere
 - Former faculty frequently mentioned dysfunctional interpersonal dynamics within their units as a key factor impacting their departure.
3. Emergent Topics from faculty and committee members

Approved by the Senate Assembly on September 23, 2024