



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

Minutes of Meeting: 4/22/24

Circulated: 10/9/24

Approved: 10/16/24

Present: Yasmina Laouar (Chair), Suzanne Selig, Rebekah Modrak (SACUA liaison), Hakem Al-Ruston, John Thomas, Yulia Sevryugina, Louise Stein, Chris Rider

Absent: K. Rivet Amico, Christina Aplin-Snider, Elham Mahmoudi, Elif Oral

Faculty Senate Office: Eric Vandenberghe

1:01pm-1:05pm: Call to Order, Approval of Agenda and Minutes, Announcements

The agenda was approved. The minutes for the March CESWF meeting were approved. The SACUA Liaison provided an update on some of the work that had been previously submitted by this committee to SACUA.

1:05pm-1:27pm: Work on the Committee's recommendation to address increased faculty burnout

Summary: The Chair suggested that recommendations regarding addressing increased faculty burnout be crafted during today's meeting, and finished after the meeting. The goal is to have the recommendations submitted to SACUA before the end of the term, if the document is ready. The Chair provided a Google Document with the previously distributed questions and had the committee members work on this document for 20 minutes of meeting time.

Action: Work on recommendations

1:27pm-2:15pm: Discussion regarding work

Summary: It is not simple to find information on the root of faculty burnout. The Chair went through the initial points in the document, and discussion ensued.

A point is made by a member that two of the three primary items listed in the working document are student related. A suggestion is made to use statistics from the report published by ADVANCE: Why do Associate Professors Leave the University of Michigan? These statistics are discussed, with members of the committee suggesting that they would be useful.

A discussion on the loss of administrative autonomy for the faculty is discussed. The scope of the recommendations is debated, and honed.

Discussion around administrative duties, and where improved support would be helpful takes place. Areas of improvement are suggested.



The points in the working document are further discussed. Student evaluations and grade appeals are discussed.

The committee determines that the work will continue next year on this document, in an effort not to rush the list of recommendations. A suggestion is made to examine student evaluations during next year's work. A separate suggestion is made for creating a survey for faculty burnout, which would be administered to the faculty.

Action: Discussion

2:15pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office