



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

Minutes of Meeting: 10/16/24

Circulated: 1/8/25

Approved: 1/15/25

Present: Hakem Al-Rustom (Chair), David Marshall, Elizabeth Peckham, Samantha Kreklau, Suzanne Selig, Chris Rider, Melanie Tanielian (SACUA Liaison)

Absent: Zachary Quint, Zachary Schoppen, Stefan Nielsen

Faculty Senate Office: Eric Vandenberghe

2:04pm-2:06pm: Call to Order, Approval of Agenda and Minutes, Announcements

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

2:06pm-2:10pm: Introductions

Summary: Introductions of the committee members are made.

Action: Introductions

2:10pm-2:50pm: Discuss the Charges

Summary: The Chair introduced the Charge and listed each of the points:

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

The Chair provides background information and context for the first two charge items. Charge item 1 is a continuation of last year's committee work. Charge item 2 is new to the



committee this year. Charge item 3 allows the committee flexibility to pursue issues that are not listed in the charge.

The committee's report from last year is briefly discussed.

A member discusses faculty burnout. Each faculty member handles these issues differently. The member suggests reviewing some of the common coping mechanisms.

A brief discussion ensues on student grades, and disputes.

Regarding the faculty retention issue in Charge item 2, a member suggests that the annual Climate survey be reviewed. This would give perspective to the experience of faculty currently employed at the University. The Chair is planning on meeting with ADVANCE. They may have further data that could be useful to the committee, and he will ask about this.

An anecdote about faculty working with a student advisor is shared. Issues with the experience are raised. Is there any streamlined flowchart that shows the proper process for this? Does it differ from unit to unit? Is there any standardization?

A suggestion is made that the Dean of Students be considered as a potential guest for the committee to invite. More anecdotes are discussed. Faculty are not always made aware of who the advisors of students are. It might be helpful to have a streamlined process. Advisors may not be aware of the challenges that faculty face when dealing with accommodations.

The accommodations office is discussed. It is stated that it can be difficult to get the needed accommodations for students.

The process for seeking accommodation on the Flint campus is discussed. There is a centralized advising center. UM-Flint is a much smaller.

A call is made for any other topics.

Action: Discussion

2:50pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office