



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

Minutes of Meeting: 11/6/24

Circulated: 1/8/25

Approved: 1/15/25

Present: Zachary Quint, Liz Peckham, David Marshall, Chris Rider

Absent: Samantha Kreklau, Zachary Schoppen, Suzanne Selig, Melanie Tanielian, Stefan Nielsen

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

2:03pm-2:08pm: Call to Order, Approval of Agenda and Minutes, Announcements

The agenda was approved. The minutes for the October CESWF meeting will be reviewed at the next meeting.

The Chair of this committee has stepped down. The FSO Director indicates that a Chair is needed, and if anyone currently on the committee wants to be the Chair, to please contact the Faculty Senate Office. A further call is made to the committee for any member of the faculty senate who would be interested in serving as the Chair of the committee. In the meantime, the committee can continue forward on the basis of group consensus. At any time, any member is invited to raise committee concerns, and the group can decide together how best to move forward. The FSO Director will actively help the committee maintain forward progress and find consensus.

2:08pm-2:32pm: The plan moving forward

Summary: The FSO Director reviews the primary charge items that the committee has for this year. The committee proceeds to evaluate the plan for the coming academic year to address these charge items.

A suggestion is made for an Advance representative to come to a committee meeting to discuss the primary factors that contribute to faculty burnout, as well as potential work that can be done to address these primary factors. The Faculty Senate Office will reach out to Advance to arrange for a meeting.

The [climate survey](#), administered by the Office for Diversity, Equity, and Inclusion is discussed. The most recent copies of the climate survey that the committee could find are from 2021 and 2017. The Faculty Senate Office will reach out to the Office for Diversity, Equity, and Inclusion and see if there is a more recent climate survey.

A member discusses a retention issue their unit faces related to compensation packages. What could the University do to help with this? The salary study commissioned by the Provost Office is discussed. The 2012 report is the basis for the ongoing survey. Once the Faculty Senate Office is provided with a rough draft of the study, the committee could review it to see what further data could be gathered to assist with their work.



A discussion takes place about staff experiences when providing accommodations. This perspective is needed, in addition to the faculty perspective, to fully understand the issue and determine where efforts should be focused.

The [Well-Being Collective](#) is discussed. Faculty are new additions to the Collective. Further discussion ensues and the meeting is adjourned.

Action: Discussion

2:32pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office