



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

Minutes of Meeting: 1/15/25

Circulated: 1/29/25

Approved: 2/5/25

Present: Elizabeth Peckham, Samantha Kreklau, Zachary Quint, Chris Rider, David Marshall

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

Guests: Denise Sekaquaptewa, Director of ADVANCE

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

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

The agenda was approved. The minutes for the October and November CESWF meeting were approved. The FSO Director made a call to the committee members to nominate themselves or others for Chair of the committee for next year.

**2:03pm-2:55pm: Discussion of issues of faculty retention, as well as potential work that can be done to address these issues**

Summary: The FSO Director introduced the guest. The committee made brief introductions. Director Sekaquaptewa presented to the committee new data related to faculty retention, as well as current programs administered by ADVANCE. A brief history of ADVANCE is shared. There are four primary areas focused on by ADVANCE: faculty recruitment, retention, climate, and leadership development. ADVANCE generally focus on tenure-track faculty currently. They have programming and research arms. A few of their key programmatic projects include STRIDE, RISE, and Launch. Some of their work includes exit interviews of tenure track faculty and campus-wide climate surveys.

Data related to faculty retention is shared. Information obtained via exit interviews is shared. Poor school/department climate was the most reported factor for why faculty left the university. There is a difference in the campus climate experience based on race and gender, with BIPOC+ women reporting lower satisfaction at UM.

Data is shared that shows that Associate Professors have lower satisfaction than their Assistant Professor and Full Professor counterparts. Discussion takes place on this.

ADVANCE initiatives are shared. One such program is PACE: Post-Promotion Academic Career Exploration Pilot Program. Newly tenured faculty are offered individualized and confidential coaching services. The PACE program was born out of the previously shared data, in an attempt to address the lower satisfaction level for Associate Professors.

Department climate assessments are offered on an ad hoc basis.

The RISE committee's work is reviewed. They offer resources aimed at creating more



respectful, inclusive climates on campus. Briefly reviewed are the eight levers to shift climate for respect and inclusion. The [eight levers](#) are environment, modeling, expectations, opportunities, interactions, routines and structures, language, and time. Discussion ensues on this program.

The FSO Director discussed his experiences of common issues that faculty face. It is suggested that transparency within units is critical, and that all relevant procedures should be posted publicly. That is not always the case in some units. There are barriers in having to hunt for policies and procedures.

A question is asked about current DEI efforts on campus. Is DEI 2.0 helping to improve the current campus climate? It provides a good framework for obtaining metrics that can be addressed.

How can faculty be assisting in the efforts? It is suggested that a simple way would be to respond to surveys from ADVANCE. They experience relatively high participation rate, but it is better to have more data.

Is there any stated directive that departments need to improve their metrics? Not to the knowledge of the guest. Improvement is up to the individual schools and colleges. Discussion on these topics continues.

Action: Presentation and discussion

### **2:55pm-3:00pm: Post-guest discussion and next steps**

Summary: The committee discusses the information that the guest presented. What can we do to address these climate issues? Discussion ensues on this. Discussion on leadership and decentralization is takes place. It is determined that the committee will continue discussion on the Faculty Senate's role in addressing these climate issues at subsequent meetings.

Action: Discussion

### **3:00pm: Adjournment**

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office