

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

Minutes of Meeting: 2/5/25

Circulated: 2/26/25

Approved: 3/12/25

Present: Zachary Quint, Elizabeth Peckham, David Marshall, Melanie Tanielian (SACUA Liaison), Samantha Kreklau, Suzanne Selig

Absent: Chris Rider, Stefan Nielsen

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

**2:04pm-2:05pm**: Call to Order, Approval of Agenda and Minutes, Announcements

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

**2:05pm-2:53pm: Follow up to previous discussion of issues of faculty retention, as well as potential work that can be done to address these issues.**

Summary: The FSO Director provided an overview of the prior committee discussions that were held at the most recent meetings. The committee is asked what tangible work can be produced prior to the end of the term to turn over to SACUA. A Google doc is opened and offered to the committee to express their ideas.

Some of the statistics laid out in the ADVANCE reports previously reviewed are discussed. A primary reason listed in the reports for why Associate Professors are leaving UM is related to poor culture developed by unit leadership. Do we know if there is any consistency across units when it comes to building culture? Members weigh in and decide that culture forming is done in a decentralized manner. The culture can depend heavily on the leadership.

Improved leadership training is suggested. There currently is training for newly appointed chairs and associate deans by [CRLT](#). Discussion ensues on this subject. Should this training be reviewed by the committee? The possibility of some committee members participating in the program was proposed. Another member proposes that these types of training opportunities be expanded to include other levels of leadership.

The FSO noted that leadership training opportunities were limited last year when researched for SACUA Chairs.

A member suggests reviewing the provost's salary study once it is published. This study is analyzing salaries of tenure-track faculty on the Ann Arbor campus. It has not yet been released but is expected to be this term. There was a similar study conducted in 2012. The new report will review parallel data to provide an opportunity for comparison. There will also be new analysis provided, which can be utilized moving forward.

The need to review work/life balance was highlighted, as it may contribute to faculty leaving. Accessibility to work/life balance resources needs to be assessed, and strategies to



improve this balance should be considered.

It was mentioned that dual career support at UM is insufficient, and opportunities are missed because of this.

The university's communication and transparency issues were identified as barriers to retaining faculty. An anecdote was shared that highlights this.

The committee discussed the possibility of expanding the salary study to include additional units once the current salary study is completed. A member highlights a comparison study conducted by [Yale](#).

Finally, the committee decided that their primary work for the remainder of the term will be to examine the salary study once released. The committee will provide feedback on the study and offer insights on how it can be improved moving forward.

Action: Discussion

**2:53pm:** Adjournment

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office