



GENERAL CHARGE FOR SPECIAL SENATE ASSEMBLY COMMITTEES

Special committees are established by Senate Assembly as authorized in Section 4.06 of the Regents' Bylaws. In collaboration with the Faculty Senate Office and SACUA, special committees assist Senate Assembly with its work. Senate Assembly special committees are charged with bringing faculty voice and perspective to a broad range of university activities including policy and procedure.

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

Committee Chair: Stefan Szymanski, Kinesiology

SPECIFIC CHARGE 2025 – 2026

1. Following the [2025 release of the U-M Gender Salary Study](#), the CEWSF should develop in the fall term a draft proposal for SACUA to review and bring to the administration regarding additional salary studies that should be commissioned, such as to consider (1) non-tenure track faculty, (2) faculty on the Dearborn, Flint, and Medical campuses, or (3) factors not addressed in the 2025 study, including total compensation, comparisons to peer institutions, and cost of living.
2. The CESWF should work to address the climate issues evident in the data provided by ADVANCE regarding why faculty leave the University. Poor school/department climate and issues related to department leadership are the most common concerns impacting faculty retention.
 - a. Improved leadership training focused on improving campus climate at the unit level may be helpful. CESWF could explore working with CRLT to have a cohort of Faculty Senate members experience the current leadership training program that unit level leadership receives in order to provide feedback. New training opportunities to assist unit level leadership in improving campus climate may also be useful.
 - b. The CESWF should develop recommendations, supported by the work of ADVANCE and in discussion with the Provost's Office, regarding ways to improve unit climate.
3. Review the [Child and Family Care 2023 Impact Report](#) (or a new version, if available), invite someone from the Children's Centers to speak with the committee, and submit recommendations regarding improving child and family care resources.
4. Investigate and benchmark tuition support programs offered to faculty at comparable institutions. If appropriate, develop a proposal for consideration by SACUA and upper administration that would furnish faculty with support for themselves or their children to study at the University of Michigan.
5. Perform a comparison of U-M's processes through Work Connections to peer institutions for SACUA's review. After receiving input from the FAAC regarding



how the EVP CFO has addressed the concerns raised by the Faculty Senate's 2021 motion on Work Connections ([Motion 1](#)), also provide a recommendation to SACUA regarding how the Faculty Senate should continue to address issues related to Work Connections.

6. Consider emergent issues or topics brought forward by the CESWF committee members for discussion over the course of the year. The committee may also consider any other issues or topics raised in the committee's most recent annual committee report.