



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

Minutes of Meeting: 3/12/25

Circulated: 9/15/25

Approved: 9/22/25

Present: Samantha Kreklau, Elizabeth Peckham, Zachary Quint, Suzanne Selig, David Marshall

Absent: Chris Rider, Melanie Tanielian, Stefan Nielsen

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

**2:03pm-2:04pm:** Call to Order, Approval of Agenda and Minutes, Announcements

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

**2:04pm-2:39pm: Discussion regarding the recently completed faculty salary study**

Summary: The FSO Director provides history and context regarding the faculty salary study. The study had not been completed in 13 years. The consensus among the committee members is that it should be conducted more frequently. The methodology process for this study is discussed.

A question is asked regarding the population. This study only examined tenure track faculty at the Ann Arbor campus. There is consensus that this study needs to be expanded to review salaries of other faculty populations. Populations are listed for consideration. The committee discusses some of the nuanced issues that are unique to the medical school. The point is made that nuanced surveys can and should be completed.

A member states that UM should compare their compensation to that of other peer institutions. A study conducted by Yale has done something like this, and it is stated that UM would be wise to do the same. A member mentions that the cost of living in the area in which the university is located should be under consideration.

The committee members proceed to review the salary study. The FSO Director shares a Google Doc. The committee members proceed to write suggestions for the SACUA Chair to discuss with the Provost regarding how to proceed with the data, as well as how to expand the study moving forward. Some of these suggestions include conducting a survey of other faculty tracks, different campuses, the medical school, among others. Further ideas include review of the full compensation package for faculty and conducting the survey more frequently.

Members discuss some of the nuance between faculty hired from other institutions. The nuance of the faculty tracks on the Flint and Dearborn campuses is discussed.

Action: Discussion



**2:39pm-2:55pm: Committee Final Report Recommendations**

Summary: The FSO Director describes the committee report that will go to SACUA at the end of the year. He requests that the committee members present suggest priorities to be considered by the committee down the line, as well as any recommendations for SACUA that should be included. A member identifies cost of living, as well as the availability of affordable housing and childcare as potential areas for the committee to review next term.

A member notes that ADVANCE had identified issues to address broadly in units, as well as recommendations to address these issues. The member asks if there is a way for the committee to highlight these recommendations and implement a mechanism for implementation. Leadership issues in units are discussed. A member suggests that the committee make a recommendation to the SACUA Chair, to go to the Provost. The member suggests that a task force be created to address this issue.

A question is asked about the current federal changes affecting the university. What can this group do to address these issues?

A moment is taken to acknowledge the success of the work of faculty governance, and this committee for advocating for the salary study.

The Faculty Senate Office will assist this committee with an initial draft of the CESWF final report. The FSO will utilize the information gathered during the meeting from the members, and it will be shared with the committee for its review and edits. The FSO Director highlights upcoming events for committee consideration.

Action: Discussion

**2:55pm:** Adjournment

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office