



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

Minutes of Meeting: 9/22/25

Circulated: 10/20/25

Approved: 10/27/25

Present: SaraEllen Strongman, Stefan Szymanski (Chair), David Marshall, Maria Teresa Segarra Costaguta Mattos, Zachary Quint, Leigh Stuckey, Melanie Tanielian (SACUA), Chris Rider, Samantha Kreklau

Absent: Amy Cheng, Elizabeth Peckham, Suzanne Selig, Christina Snider

Faculty Senate Office: Eric Vandenberghe

12:01pm-12:07pm: Call to Order, Approval of Agenda and Minutes, Announcements

The agenda was approved. The minutes for the March CESWF meeting were approved. The April meeting did not have quorum, so no vote is needed. Introductions by the committee members were made.

12:07pm-12:44pm: Review of the Charge

Summary: The Chair introduces the Charge. He indicates that the fundamental role of the committee is to advise SACUA. The committee can bring issues to SACUA and advocate for positions. The committee can request data from the administration as necessary. Data can also be requested from other universities.

There are five specific items on this year's committee [charge](#). The Chair reads through the Charge and offers some commentary on the genesis of each item.

The 2025 UM faculty salary study is discussed. The committee discusses the results of this study, and how it might be expanded. A member of the committee offers to take the lead on this subcommittee. The SACUA Liaison informs the committee that the researchers who completed this study met with SACUA. The researchers were charged with a limited scope, meant to provide data comparable to the previous salary survey. The member leading the subcommittee will contact the researchers to discuss the study with them.

Campus climate is discussed. ADVANCE has studied this issue, and they would be a good group to collaborate with to address this issue. A member agrees to work on this.

Several members agree to review the 2023 Child and Family Care Impact Report. On this issue, it may be necessary to meet with members of the administration.

The faculty tuition issue will be reviewed by a member of the committee. Faculty having tuition covered is common at many other universities. Related programs at Duke and OSU are described. Discussion ensues on what we consider to be a peer institution.

Work Connections is an issue that will be reviewed by the committee at a later date.



Action: Discussion; Formation of subcommittees

12:44pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office