



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

Minutes of Meeting: 10/27/25

Circulated: 11/11/25

Approved: 11/18/25

Present: Stefan Szymanski (Chair), Suzanne Selig, Zachary Quint, Melanie Tanielian (SACUA), Elizabeth Peckham, David Marshall

Absent: Amy Cheng, Samantha Kreklau, Maria Teresa Segarra Costaguta Mattos, Chris Rider, Christina Snider, SaraEllen Strongman, Leigh Stuckey

Faculty Senate Office: Eric Vandenberghe

**1:02pm-1:08pm:** Call to Order, Approval of Agenda and Minutes, Announcements, Introductions

The agenda was approved. The minutes for the September CESWF meeting were approved. Brief introductions were made. The committee receives updates on the work of each of the sub-committees that were formed at the last meeting.

**1:08pm- 1:10pm: Review of the 2025 gender salary study:**

Summary: There is no update from this subcommittee at this time.

Action: Discussion

**1:10pm-1:33pm: Campus climate issues**

Summary: A member reviewed several related reports that shed light on issues of campus culture that are present at UM. The first report reviewed was prepared by ADVANCE in October of 2023: "Why do Associate Professors Leave the University of Michigan?" Associate Professors are leaving due to concerns about compensation, opportunity to have impact through their research, etc. Assistant Professors are leaving due to their overall workload being untenable. Both Associate and Assistant Professors are leaving due to poor department climate and culture, among other things.

The next report reviewed by the committee is the "Assessing the Academic Work Environment for Tenured/Tenure-Track Faculty at the University of Michigan in 2023: Gender, Race, and Rank in University-Related Climate." This report was also prepared by ADVANCE. Advance conducted five of these surveys dating back to 2001. BIPOC+ Women reported more negative experiences. White men reported better experiences regarding disparaging comments about race- ethnicity from faculty, codeswitching, and physical safety.

The committee discusses these findings and how to address the lingering issues. A point is raised that there appears to be a trend, and it would behoove the committee to determine what actions the university has taken to mitigate the present issues. This can inform them

how they should proceed.

A suggestion is made that the committee collaborate further with ADVANCE on this. The Faculty Governance Coordinator will look into this further. A member suggests that training for leadership may be ideal to improve campus climate. There are some training courses that take place currently, and the committee is interested in reviewing these, or speaking with key stakeholders who have experienced the training.

Action: Discussion

### **1:33pm-1:45pm: Childcare**

Summary: A member of the subcommittee provides an update on work completed between meetings. Two primary issues are boiled down to the cost of childcare, and the finite space available. The cost of childcare in Ann Arbor is the sixth most expensive nationwide. This really is a non-starter for lecturers and staff and is a serious challenge for all faculty.

The waitlist to utilize UM's centers is high, so even if cost is a surmountable issue, space can still be a challenge.

Suggested action by the university is to subsidize part of the cost. Obstacles and opportunities for this are shared. A member discusses that since there are existing centers, advocating for more resources for the centers could be an idea the university could get behind.

In terms of next steps, it is determined that there will be further exploration of what peer institutions do to support the childcare needs of faculty.

Action: Update

### **1:45pm-1:50pm: Faculty Tuition**

Summary: An update is briefly provided on this by one of the members. A member not present at the meeting is commended for the work they have done on this subcommittee. The work is briefly reviewed and will be reviewed more thoroughly at a future meeting.

A member discusses the faculty tuition that is provided at UM-Flint. This program has gone on for quite some time and could be reviewed as a potential model that can be pursued at the other UM campuses.

Action: Discussion

### **1:50pm-1:58pm: Work Connections**

Summary: A member of this subcommittee met with faculty colleagues who have insight into some of the issues that Work Connections currently have, and how the program needs to be improved. Some issues were highlighted in a [faculty perspectives piece](#) that ran in the Record last year. The member was informed that there is an ongoing internal review by UM with the purpose of addressing some shortcomings of Work Connections.



Work Connections affect all university employees, so it is imperative that it work well. Given that the university is currently reviewing the program, it may be prudent to hold on any public action on this issue for the time being, to give the university an opportunity to address previously raised concerns.

A member discusses that Work Connections falls under risk management at UM, and that this is problematic. A point is made that Deans can override decisions made by Work Connections if they feel compelled to do so.

Action: Update

**1:58pm:** Adjournment

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office