



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

Minutes of Meeting: 11/17/25

Circulated: 1/19/26

Approved: 1/26/26

Present: Stefan Szymanski (Chair), Elizabeth Peckham, Suzanne Selig, Leigh Stuckey, Chris Rider, Amy Cheng, Melanie Tanielian (SACUA), Maria Teresa Segarra Costaguta Mattos

Absent: Samantha Kreklau, David Marshall, Zachary Quint, Christina Snider, SaraEllen Strongman

Faculty Senate Office: Eric Vandenberghe

12:02pm-12:04pm: Call to Order, Approval of Agenda and Minutes, Announcements

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

12:04pm-12:10pm: Review of the 2025 gender salary study

Summary: A member of this subcommittee provides their analysis of the 2024 Faculty Gender Salary Study. The written version of their analysis was shared with the committee ahead of the meeting. The analysis provides some areas by which the study can improve and be built upon. After discussion, the Chair suggests engaging with one or several of the authors of the study as the next step.

Action: Discussion

12:10pm-12:12pm: Campus climate issues

Summary: The Faculty Governance Coordinator reviewed prior meeting Minutes of the committee. In January 2025 Director Sekaquaptewa of ADVANCE presented to the committee the report related to faculty retention, as well as current programs administered by ADVANCE.

After reviewing the Minutes from the two relevant committee meetings, it was found that the most useful suggestion was improved leadership training. A prior suggestion discussed by last year's committee included some committee members participating in the leadership training programs currently offered by the university and provide feedback on how the trainings can be improved. It is suggested that reaching out to CRLT may be a good next step. Discussion briefly ensues.

Action: Discussion

12:12pm-12:32pm: Child Care Impact Report

Summary: A member describes a prior event joined by representatives of the UM childcare center. It is suggested that the University is not willing to provide financial assistance for



childcare due to the high cost. It has been suggested by others that individuals without children do not wish for childcare to be subsidized by the university due to not being able to benefit personally. This is discussed, and it is suggested that there is a need for concrete data to determine the validity of this claim. Polling the faculty is offered as a possible action of this committee through SACUA. ADVANCE is mentioned as a group that could assist in such a survey. A suggestion is made that any childcare subsidy be broadened to cover elder care, or care of others. It is suggested that the University may look to bring in smaller providers to help address the growing need.

A member provides an update on their research on support that peer institutions offer. Further work will continue on this project.

Action: Discussion

12:32pm-12:33pm: Faculty Tuition

Summary: There is no update on this matter at this time.

Action: Discussion

12:33pm-12:49pm: Work Connections

Summary: A member discusses ongoing efforts by faculty and related unions to address the ongoing concerns related to Work Connections. The member provides an overview of the issues, and provides the committee with a recently published [Daily article](#) that was recently published on the subject.

There is a town hall that is being planned for early December where Work Connections will be discussed put on by the ACLC. The member indicates that they are planning to speak during the public comment period of the next Board of Regent's meeting. The member shares their draft remarks with the committee for their review. Committee members offer suggested improvements to the statement.

A motion is made by member Selig for the CESWF to endorse the comments to be made by the member at the next Regent's meeting. The motion is seconded by member Cheng. The motion carries unanimously.

A member who has spoken during the public comment portion of the Regent's meeting provides some tips on how to be most effective and to expect that members of the Board may follow up with the member after the meeting.

Action: Discussion; approval of motion to support statement on Work Connections to be delivered at the next Regent's meeting.

12:49pm: Adjournment

Respectfully submitted,
Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office