



**Committee on the Economic and Social Well-Being of the Faculty Minutes for 2/16/26 Meeting**

**Meeting information:**

Circulated: 3/9/26

Approved: 3/16/26

Members present: Elizabeth Peckham, Zachary Quint, Stefan Szymanski (Chair), Melanie Tanielian (SACUA), Leigh Stuckey, M Candace Christenson, Suzanne Selig, David Marshall, Maria Teresa Segarra Costaguta Mattos

Members absent: Amy Cheng, Samantha Kreklau, Chris Rider, Christina Snider, SaraEllen Strongman

Faculty Senate Office staff present: Eric Vandenberghe

**Minutes:**

**Call to Order, Approval of Agenda and Minutes, Announcements**

The agenda was approved. The minutes for the January meeting will be reviewed at a later meeting.

**Review of the 2025 gender salary study**

Summary: A member of the committee has shared a proposal that, with committee approval, will eventually go to SACUA with a recommendation that the dataset used in the previously completed gender salary survey be expanded. Further work will be completed on this document, and it will be reviewed at the next committee meeting.

Action: Discussion

**Campus Climate Issues**

Summary: A member briefly summarizes the work that was done during the academic year. The committee determines it will invite leadership from ADVANCE to a future meeting to discuss this matter further.

Action: Discussion; guest invitation to be sent

**Childcare Impact Report**

Summary: A member updates the committee that they have met with ADVANCE, and they are eager to run the survey the committee is proposing. A similar survey was conducted 30+ years ago that identified some of the expected issues that could occur in the new survey. The member conferred with FSO leadership, and the study was approved on their end. The study is expected to be run this term.



The committee discusses conducting a peer review of childcare subsidies at other institutions. A member agrees to create the template, and committee members will add information regarding institutions.

Action: Discussion

### **Faculty Tuition**

Summary: Committee members discuss progress on the peer review. Faculty on Flint are eligible for tuition support. Staff are as well. The committee discusses this as a point to bring up when advocating for faculty tuition assistance. Recommendations will be written up and shared with SACUA.

Action: Discussion

### **Work Connections**

Summary: SACUA will meet later today to discuss Work Connections. Further information to follow. The Faculty Governance Coordinator provides an update on the work completed on the peer review. Further work to continue between meetings.

Action: Discussion

### **New Business**

Summary: The committee briefly discuss the new President-elect.

Action: Discussion

### **Adjournment**

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office