



## **Report on Activities of the Committee on the Economic and Social Well-Being of the Faculty (CESWF) for 2025-2026**

### **Overview:**

- *From:* Stefan Szymanski, Chair, Committee on the Economic and Social Well-Being of the Faculty (CESWF)
- *Subject:* Report on Activities of the Committee on the Economic and Social Well-Being of the Faculty (CESWF) for 2025-2026
- *Committee Members:* Amy Cheng, M. Candace Christensen, Samantha Kreklau, David Marshall, Maria Teresa Segarra Costaguta Mattos, Elizabeth Peckham, Zachary Quint, Chris Rider, Suzanne Selig, Christina Snider, SaraEllen Strongman, Leigh Stuckey, Stefan Szymanski
- *SACUA Liaison:* Melanie Tanielian
- *Meeting Dates:*
  - Mon. 9/22 from 12-1pm
  - Mon. 10/27 from 1-2pm
  - Mon. 11/17 from 12-1pm
  - Mon. 12/15 from 1-2pm
  - Mon. 1/26 from 12-1pm
  - Mon. 2/16 from 1-2pm
  - Mon. 3/16 from 12-1pm
  - Mon. 4/13 from 1-2pm

### **2025-2026 Committee Charge**

1. Following the [2025 release of the U-M Gender Salary Study](#), the CESWF should develop in the fall term a draft proposal for SACUA to review and bring to the administration regarding additional salary studies that should be commissioned, such as to consider (1) non-tenure track faculty, (2) faculty on the Dearborn, Flint, and Medical campuses, or (3) factors not addressed in the 2025 study, including total compensation, comparisons to peer institutions, and cost of living.
2. The CESWF should work to address the climate issues evident in the data provided by ADVANCE regarding why faculty leave the University. Poor school/department climate and issues related to department leadership are the most common concerns impacting faculty retention.



- a. Improved leadership training focused on improving campus climate at the unit level may be helpful. CESWF could explore working with CRLT to have a cohort of Faculty Senate members experience the current leadership training program that unit level leadership receives in order to provide feedback. New training opportunities to assist unit level leadership in improving campus climate may also be useful.
  - b. The CESWF should develop recommendations, supported by the work of ADVANCE and in discussion with the Provost's Office, regarding ways to improve unit climate.
3. Review the [Child and Family Care 2023 Impact Report](#) (or a new version, if available), invite someone from the Children's Centers to speak with the committee, and submit recommendations regarding improving child and family care resources.
4. Investigate and benchmark tuition support programs offered to faculty at comparable institutions. If appropriate, develop a proposal for consideration by SACUA and upper administration that would furnish faculty with support for themselves or their children to study at the University of Michigan.
5. Perform a comparison of U-M's processes through Work Connections to peer institutions for SACUA's review. After receiving input from the FAAC regarding how the EVP CFO has addressed the concerns raised by the Faculty Senate's 2021 motion on Work Connections ([Motion 1](#)), also provide a recommendation to SACUA regarding how the Faculty Senate should continue to address issues related to Work Connections.
6. Consider emergent issues or topics brought forward by the CESWF committee members for discussion over the course of the year. The committee may also consider any other issues or topics raised in the committee's most recent annual committee report.

### **Committee Actions/ Information Obtained**

- A subcommittee was created to investigate childcare issues, which found that primary issues can be 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.
- A survey regarding childcare issues was developed in tandem with ADVANCE to better understand childcare needs for faculty, lecturers, staff and other relevant stakeholders at the university. The committee met with ADVANCE members Brittany Dernberger and Stephanie Shaulskiy, to discuss preliminary results from the survey, which indicated a strong need for more childcare support for U-M stakeholders. Further research and analysis is currently underway.
- The committee tasked the Faculty Senate Office with developing a review to gather information about offices similar to Work Connections at other universities. Survey



questions were developed in collaboration with the Financial Affairs Advisory Committee. This survey also gathered information on how other universities approach short-term disability, long-term disability, and worker's compensation. The survey has been shared with SACUA Chair Peterson, FAAC Chair Peterson, and relevant stakeholders. After further review, the report will be submitted to SACUA.

- The committee investigated tuition support for faculty and began work on a peer comparison survey. Information on over 30 universities has been gathered, but work on this survey will continue next year.
- The committee examined possible ways to go beyond the 2025 U-M Gender Salary study, which was written by Kenneth Hofmeister, Linda Tesar and Basit Zafar. Chris Rider consulted with Basit and confirmed that they were constrained by the data that was made available.
- The committee discussed a number of reports regarding campus climate, including the report prepared by ADVANCE in October of 2023.

### **Recommendations**

- Work connections- approach colleagues at other institutions to find out more about their practices. A useful focus would be on the use of IME's and appeals processes.
- Develop recommendations for SACUA on childcare based on the ADVANCE survey result
- Explore potential for further research on a salary survey following up on the committee's work
- Consider possible further work on tuition support following on the committee's review of peer institution practices

### **Overall Summary of Committee Work**

The CESWF has done the following:

1. Collaborated with the ADVANCE office to research campus childcare needs via committee review and surveys. Preliminary findings are being used to inform next steps.
2. Conducted a large-scale peer review to document how other universities address disability and return to work policies and if they use offices like Work Connections. These results will be used for further research in the next academic year.
3. Investigated tuition support for faculty at peer institutions, the 2025 U-M Gender Salary study, and campus climate reports published by ADVANCE.

The committee has a strong knowledge base and foundation to further develop these research initiatives next year.