



GENERAL CHARGE FOR SPECIAL SENATE ASSEMBLY COMMITTEES

Special committees are established by the Senate Assembly as authorized in Section 4.06 of the Regents' Bylaws. In collaboration with the Faculty Senate Office and SACUA, special committees assist the Senate Assembly with its work. Senate Assembly special committees are charged with bringing faculty voice and perspective to a broad range of university activities including policy and procedure.

NEW COMMITTEE: COMBINED Committee on the Economic and Social Well-Being of the Faculty and Committee for Fairness, Equity, and Inclusion (CESWF-CFEI)

Committee Chair: Marita R. Inglehart, University Diversity and Social Transformation Professor, Professor of Dentistry, Department of Periodontics and Oral Medicine, School of Dentistry

SPECIFIC CHARGE 2026 – 2027

1. In consideration that this new combined *Committee on the Economic and Social Well-Being of the Faculty and Committee for Fairness, Equity, and Inclusion (CESWF-CFEI)* has just been established, the first charge will be to confer with previous chairs of this committee and the current members about the final name of this combined committee and its overarching charge for the 2026/27 academic year in the September meeting.
2. The second charge is to address previously considered issues and continue to pursue conclusions.
 - 2.a. Specifically it is important to develop recommendations regarding UM childcare support based on the pending results of the childcare survey performed in partnership with ADVANCE.
 - 2.b. Meet with Ann Arbor Provost's Office to discuss extending support for faculty, such as faculty tuition support.
 - 2.c. Following the [2025 release of the U-M Gender Salary Study](#), the CEWSF should continue to develop 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.
3. In addition, new and emergent issues or topics brought forward by committee members for discussion over the course of the year should be addressed. In addition:
 - 3.a. Once a draft proposal as described in Charge 2c has been developed, a joint meeting with the Secretary of the University Advisory Committee (SAC) and Secretary Jon Kinsey should take place to discuss salary and



compensation issues across the three campuses. Strategize about how these issues can be addressed with the Regents, President, and Chancellors and Provosts of the respective campuses.

3.b. Consider issues involving the University's current efforts to foster well-being, belonging, inclusion and connectivity, including support for LGBTQ+ community members. The committee could consider whether faculty advocacy would be helpful, such as in support of the Spectrum Center and funding for LGBTQ+ programming.