FACULTY SENATE
SENATE ASSEMBLY
UNIVERSITY OF MICHIGAN

1120 Ruthven Building
1109 Geddes Avenue
Ann Arbor, MI 48109

Committee for Faculty Well-being and Justice (CFWJ) Minutes- 9/24/26 Meeting

Meeting information:

Circulated: 10/19/26
Approved: 10/26/26

Members present: Maura Seale, Leigh Stuckey, Marita Inglehart (Chair), Kate Ostrom, VG Vinod Vydiswaran, David Marshall, Idorenyin Imoh Udoh, Somaye Badieyan

Members absent: Elizabeth Peckham, Zach Quint, M. Candace Christensen, Maria Teresa Segarra Costaguta Mattos, Stefan Szymanski, Tom Braun, Melanie Tanielian (SACUA liaison)

Faculty Senate Office staff present: Eric Vandenberghe

Minutes:

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

The agenda was approved. The minutes for the CESWF meeting from April 2026, and the CFEI meeting from April 2026 are approved. Introductions are made.

Discussion of new committee name

Summary: The Chair discusses SACUA's decision to merge the Committee on the Economic and Social Well-Being of the Faculty (CESWF) with the Committee for Fairness, Equity, and Inclusion (CFEI). In recent years, the CESWF advocated for an updated Gender Salary Study, increased childcare resources, faculty tuition support, improved Work Connections, etc. In recent years, the CFEI has focused on advocating for the fair treatment of vulnerable minority populations within the UM community, the equitable treatment of faculty on each of UM's campuses, etc. This merged committee is expected to take on much of the work completed by these two committees.

The committee proceeds to discuss what the new name of the committee should be. To this point it has been referred to as the Committee on the Economic and Social Well-Being of the Faculty and the Committee for Fairness, Equity, and Inclusion (CESWF-CFEI). Members discuss how they can shorten the name, while still covering all the aspects within the committee's purview. Members discuss how names of committees across the United States have been altered to avoid issue with the current priorities and initiatives of the federal government. Members debate how this issue should be handled. Several suggestions are offered.

After further discussion, the committee members present determine the committee will henceforth be known as the Committee for Faculty Well-being and Justice (CFWJ). This information will be shared with the SACUA Chair.

Action: Discussion

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Child or Family care discussion: Next steps

Summary: The Chair introduces the next topic, a determination of next steps of the committee for expanded childcare at UM. The CESWF worked on this issue extensively last year. One aspect of last year's work was an examination of childcare resources available at peer institutions. Further work continued with a survey created and disseminated in collaboration with ADVANCE.

The results of the childcare survey are discussed. Nearly 1500 faculty participated in the survey. The survey showed widespread support among those surveyed for expanded childcare and family care benefits provided by UM as a part of faculty compensation. One of the primary issues is the high cost associated with childcare in the Ann Arbor area.

Committee members discuss their experiences with childcare at UM, as well as outside of UM and the US. Childcare in Flint and Dearborn is discussed.

Members indicate specific issues with childcare. An issue raised by a member is that many childcare options do not mesh with the working hours of many faculty, including those at the Medical School. A member suggests that UM investigate participating in the MI Tri-share program, which would offset some of the costs of childcare. Childcare options at UM facilities involve a long waitlist that does not currently meet the needs of the community. A member discusses how UM is currently working through the process to qualify as a provider eligible for the Great Start Readiness Program. Further discussion ensues on this topic related to availability of backup care, availability of elder care, and family care in general and how other countries provide resources for these populations.

SACUA is convening an ad hoc committee on child and family care to continue the efforts of this committee. Members of the CFWJ will serve on this committee and will serve as a liaison. The ad hoc committee has yet to begin.

The Chair indicates that at the next meeting the committee should discuss elder care. The committee is given an opportunity to comment on the committee's charge for the year.

Action: Discussion

1:00pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office