Minutes, CESF Meeting
2015-Jan-14

Present: Megan Keiser, Suzanne Knezek, Cam McLeman, Heather Seipke (chair), Fawn Skarsten

Absent: John Stephens

Agenda

- Discuss reception of last year’s report and plan for the upcoming year.

Business

1. We discuss the reception of last year’s report by faculty council. In response to a series of clarifying questions from faculty council, the committee excised a portion of the report with numerical analysis of faculty salary and compression, and will save data to be used more meaningfully at a later date. Also, Heather will present the report at an upcoming governing faculty meeting.

2. The committee notes that last year’s report was never distributed to the general faculty, probably due to an oversight amidst the changing of roles in the various administrative offices. Heather will follow up.

3. The committee begins an analysis of the data acquired from last year’s survey. One suspicious number is the lack of any response from any clinical faculty, perhaps suggesting that by some oversight such faculty were not included in the email announcing the survey. Fawn will investigate.

4. We agree that the principal focus for the start of the committee’s work this year will be to dig through the survey data to identify the persistent and significant themes. We can then tailor our report around the addressing of these major themes. A precursory glance at the data identifies demands on time and lack of respect for work done as two major issues.

5. By way of division of labor, each member of the committee is assigned to analyze the survey responses from their unit to look for these themes. Cam (the second member from CAS) will instead focus on the divide between the responses from pre-tenure and post-tenure faculty. Fawn will provide some new data disaggregations to help in this process. The committee agrees to submit via email their responses to their assignment by October 28th.

Next Meeting: November 9, 2015, at 9am.