



**Committee for
Fairness, Equity, and Inclusion (CFEI)**

Notes of Meeting Date: 11/8/22

Circulated: 12/6/22

Approved: 12/13/22

- Due to lack of Quorum, an official meeting could not be held. An unofficial meeting was held, with notes taken.

Present: Nilton Renno, Benedicte Veillet, Simon Cushing, Tom Braun, Nicolai Lehnert

Faculty Senate Office: Lucas McCarthy, Eric Vandenberghe

Absent: Mark Allison, Daniel Burns, Yi-Su Chen, Loyd Mbabu, Rahul Jain, Chelsea Oh

Guests: None

2:10pm: Call to Order, Approval of Agenda and Minutes

The minutes for the 10/24 meeting will be voted on in the December meeting.

2:10pm-2:15pm: Introductions

Summary: All members of the committee went around and introduced themselves.

Action: Discussion

2:15pm-2:35pm: Discussion of charge, review of goals for the committee.

Summary: With new members present, the Charge of the committee was reviewed. Work to have tangible goals for the committee is a priority.

- Suggestions
 - o Have exit interviews with faculty who leave university. Have Academic HR send out an annual report
 - Extract the useful data
 - o Examine departmental by-laws
 - o Consider code of conduct for faculty

Action: Discussion

2:35pm-2:55pm: Advance and ECRT Report discussion

Summary: Discussion on ECRT annual report was held. Need for statistics and report on race-based misconduct was suggested. Discussion regarding faculty salary occurred. Discussion regarding use of student evaluations in tenure cases occurred.



Action: Discussion; Plan for preparation for the meeting with Chief Diversity Officer Tabbye Chavous to discuss DEI 2.0 (Next meeting in December).

2:55pm-: Matters arising

3:01: Adjournment

Respectfully submitted,

Eric Vandenberghe