



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 12/13/22

Circulated: 1/10/23

Approved: 1/17/23

Present: Nilton Rennó, Rahul Jain, Loyd Mbabu, Daniel Burns, Benedicte Veillet, Nicolai Lehnert (Chair), Tom Braun

Absent: Mark Allison, Yi-Su Chen, Simon Cushing, Chelsea Oh

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

2:05pm: Call to Order, Approval of Agenda and Minutes

The agenda was approved. The notes for the 11/8/22 meeting were approved.

2:05pm-2:17pm: Update from the Chair

Summary: Setting up meetings with Academic HR, the Equity, Civil Rights and Title IX (ECRT) Office, and CDO Tabbye Chavous. This is being worked on. Meetings for the CFEI committee to be set (Action: FSO send out poll). Discussion about Anti-Caste discrimination language into the Regent's by-laws is in discussion. (**Action: Ask Tabbye when she is available in February in order to schedule meeting**).

Action: Update on meeting scheduling.

2:17pm-2:22pm; 2:37pm-3:02pm: Preparation for the meeting with Chief Diversity Officer Tabbye Chavous

Summary: The "CFEI/CAR Meeting with CDO Tabbye Chavous, UM Chief Diversity Officer" Google Doc was reviewed. All committee members were asked to contribute to the document. Changes were made to the document.

Salary data was identified as a good item of discussion.

The need for bylaws was indicated. A more in-depth summary is found in the topic below.

Discussion of the new compliance office was held. All of the aspects of the office are not fully formulated.

Exit interviews are identified as something that needs to be addressed. Need concrete data. The data needs to be properly analyzed.

Having a central website to access the related reports would be helpful so they are accessible. Having an event where the data is discussed would be a good way to show transparency.



A suggestion was made that it may be good to set up meeting with Dearborn and Flint CDOs. There is a lot of autonomy from campus to campus, so it would be good to meet with all three.

Action: Discussion

2:22pm-2:37pm: Departmental Bylaws and Code of Conduct

Summary: The need for bylaws was indicated. This can be important in the grievance process. The decentralized aspect of the University makes it difficult to mandate bylaws. It is up to every college. Support was expressed for each department implementing bylaws. This was mentioned as important to ensuring equity.

The grievance system may be used prior to going to court. Problems are identified with the system. Examples are given.

Action: Discussion

3:02pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office