



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

Minutes of Meeting: 2/2/23

Circulated: 2/27/23

Approved: 3/6/23

Present: Nicolai Lehnert (Chair), Tom Braun, Daniel Burns, Nilton Rennó, Michael Atzmon, Mark Allison

Absent: Yi-Su Chen, Simon Cushing, Loyd Mbabu, Rahul Jain, Chelsea Oh

Guests: Tabbye Chavous

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

**3:02pm-3:04pm:** Call to Order, Approval of Agenda and Minutes

The agenda was approved. The minutes for the January meeting will be voted on in the March meeting.

**3:04pm-3:28pm: DEI 2.0**

Summary: Nicolai laid out the points of the previously provided document.

Tabbye went through some of the updates from DEI 1.0. She discussed some of the differences between units for faculty hiring and for staff hiring. An issue that is brought up is the retention of faculty of minority communities.

DEI 1.0 showed units the data to show if they were in line with proper hiring methods. The first step was to have the data to provide, and to compel improvements where necessary. Suggestions were made regarding how to retain the group.

Proposition 2 was discussed, and the rules that are required. A part of DEI 2.0 is making sure there are no misconceptions in this regard. A discussion ensued on the relevant court cases that are involved in this topic, and what their impact is.

Wolverine Pathways, was championed and further funding was advocated for. Tabbye noted the importance of having support for these types of programs voiced by faculty and student groups. Potential Action item: what are the effective practices from DEI 1.0, and how can they be scaled up? Our committee can advocate for these.

Scholarship funding through the Alumni Association was discussed in reference to providing assistance to scholars.

Action: Discussion

**3:28pm-3:40pm; 3:45pm-3:56pm: Strategies for redirecting Departments not showing inclusive excellence**



Summary: An action that the committee can do is to advocate to deans directly about establishing by-laws. This was an item that Tabbye advocated working together on. A part of this advocacy would involve providing models to convey best practices. These best practices would benefit the departments in many ways.

A suggestion was made to have reviews by colleagues in your field.

Another suggestion was to have the Provost or the Regents pass a set of minimum by-laws that all units have to follow, at a minimum. Units could then (or already have) pass more detailed by-laws as desired.

Action item (Faculty Senate Office): invite Tabbye to join CFEI/CAR meetings regularly.

Action: Discussion

### **3:40pm-3:45pm: Dearborn and Flint**

Summary: Dearborn and Flint will be involved in DEI 2.0. Each campus has their own Chief Diversity Officer. The three officers will meet regularly. Each campus has their own policies.

Action: Discussion

### **3:56pm-4:15pm: Metrics for inclusion and campus climate**

Summary: Exit interviews happen locally. It is suggested that there be a more centralized procedure for obtaining exit interview data.

Data was discussed regarding climate data. How the info is used is also important. The frequency of when the data is obtained is also important. It would be better to have frequent polling.

Action: Discussion

### **4:15pm: Adjournment**

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office