



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 1/17/23

Circulated: 2/27/23

Approved: 3/6/23

Present: Nicolai Lehnert (Chair), Daniel Burns, Loyd Mbabu, Nilton Rennó, Michael Atzmon, Tom Braun, Benedict Veillet, Yi-Su Chen, Simon Cushing, Chelsea Oh

Absent: Mark Allison, Rahul Jain

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

4:05pm-4:07pm: Call to Order, Approval of Agenda and Minutes

The agenda was approved. The minutes for the December and October meetings were approved.

4:07pm-5:01pm: Discussion of talking points with CDO Tabbye Chavous (2/2 from 3-4pm)

Summary: Preparation were made for the meeting with the CDO on 2/2. A point was raised that each department needs bylaws. Examples were given of issues that can arise when there are no bylaws in a given unit. Support was provided to bring this point to the CDO.

It was discussed that the notes should be provided to the CDO prior to the meeting. It was determined that the meeting minutes would be provided to the CDO.

ACTION: Chair to provide list of topics to CDO on Monday 1/23/23

Concern was voiced regarding the grievance process.

A point was made that recourse is incredibly important. Procedures can be used inappropriately in some cases, which is why recourse is so important.

An emphasis on making sure priorities are in order of importance was agreed to. A run through of the meeting was completed.

A point was made that statistics need to be analyzed properly to be able to interpret the data properly.

A point was made that the document should come from a point of collaboration, rather than being too critical.

A request for action items from the CDO to the committee was made.

Suggestions for the format of the meeting were discussed.

Discussion was held regarding a code of conduct.

The document with topics and notes for the 2/2 meeting will be available until Monday.

Action: Update to priorities; Topics to be sent to CDO

5:01pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office