



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 4/17/23

Circulated: 9/20/23

Approved: 9/27/23

Present: Nicolai Lehnert (Chair), Mark Allison, Loyd Mbabu, Chelsea Oh, Michael Atzmon, Simon Cushing, Daniel Burns, Benedicte Veillet, Yi-Su Chen

Absent: Tom Braun, Nilton Rennó, Rahul Jain

Faculty Senate Office: Eric Vandenberghe

10:05am: Call to Order, Approval of Agenda and Minutes

The agenda was approved. The minutes for the March meeting were approved.

10:06am: Announcements

- The June meeting with Tabbye Chavous was noted
- A call for a new Chair for the committee next semester was made

10:07am-11:00am: ECRT Report on Racial Misconduct: brainstorming

Summary: The working Google doc was shared and worked on.

Flint and Dearborn campuses were brought up. There needs to be a focus on all of the campuses. Each campus has their own DEI officer, which can lead to a number of issues. Policies can vary.

A member will be sharing a working resolution related to DEI being worked on by CAR. Assistance has been requested from this committee.

A discussion on how multiple complaints filed against one person are reported. It was suggested that this be part of the report. It is a way to show patterns that can be addressed to deal with ongoing issues.

The expedience of cases is noted as something that should be reviewed. Cases that are investigated over long period of times can have detrimental effects, as misconduct can continue and more damage can be done.

Examples of discrimination and retaliation were brought up. Retaliation was noted as being an issue that should be a focus of the working document. Discussion ensued on varying aspects of this.

The new office of ethics was discussed. The new posting for the head of this office was discussed.



A question was brought up about how the ECRT is sharing their practices. What do the reports to upper management look like?

This working document will be worked on and Nicolai will provide it to the Faculty Senate Office and then the ECRT upon completion.

Action: Discussion

11:03am: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office