



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 11/15/23

Circulated: 12/12/23

Approved: 12/13/23

Present: Caitlin Finlayson (Chair), Michael Atzmon, Yongqing Li, Nilton Rennó, Loyd Mbabu, Daniel Burns, Bénédicte Veillet, Brandon Bond, Matthew Castilho, Amir Eldan, Ryan Yip

Absent: Simon Cushing (SACUA Liaison), Stefanus Jasin

Faculty Senate Office: Eric Vandenberghe

9:00am-9:02am: Call to Order, Approval of Agenda and Minutes

The agenda was approved. The minutes for the October CFEI meeting were approved.

9:02am-9:48am: Discuss and brainstorm a list of activities, such as in the Memorandum from the Provost on Faculty Evaluation: Recognition of Entrepreneurial, Creative, and Outreach Activities, for potential DEI activities or outputs for each of the 3 P&T categories.

Summary: The Chair brought up and discussed the working Google Doc. The committee broke off into 3 breakout groups and spent time formulating suggestions for potential activities or outputs regarding DEI for each of the 3 Promotion and Tenure categories (research, teaching, and service).

Action: Group work

9:48am-10:04am: Preparation for Upcoming meeting with CDO Tabbye Chavous.

Summary: A call for topics of discussion was made.

Suggestions included:

- Primarily discuss DEI 2.0.
- Bring up prior Senate Assembly recommendations regarding the elimination of requiring disclosure of criminal charges on employment applications at the University.
- Revisit the topic of each unit having expressed written rules and bylaws regarding promotion and tenure.
- Discuss how DEI 2.0 focuses on DACA recipients
- Discuss how DEI 2.0 relates to Flint, Dearborn, and Ann Arbor.
- Discuss how progress is measured on DEI 2.0, and when? Who is responsible for tracking progress?

The Chair mentions that she will review last year's committee report to see if there are



other relevant topics that can be reviewed.

Action: Brainstorming

10:04am-10:06am: Overview of next meeting

Summary: At the next meeting, there will be a debrief of the meeting with Tabbye Chavous. Additionally, the committee members are encouraged to think of suggestions for possible language to include in current P&T documents re: DEI for each of the 3 P&T categories. The committee members are encouraged to input their ideas into the file ahead of the next meeting if possible.

Action: Discussion

Time: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office