



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 12/13/23

Circulated: 1/11/24

Approved: 1/17/24

Present: Yongqing Li, Nilton Rennó, Brandon Bond, Bénédicte Veillet, Loyd Mbabu, Stefanus Jasin, Michael Atzmon, Matthew Castilho, Ryan Yip, Amir Eldan

Absent: Daniel Burns, Simon Cushing (SACUA Liaison)

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

9:04am: Call to Order, Approval of Agenda and Minutes

The agenda was approved. The minutes for the 11/15 and 12/7 CFEI meeting were approved.

9:04am-9:07am: Discussion of open Chair position

Summary: Luke discussed the open Chair position. Different arrangements are discussed. The question is asked as to what happens in-between meetings. The FSO can work at the direction of the committee. For the time being, we will try a rotating Chair. Nilton will start today.

Action: Discussion

9:07am-9:33am: Debrief on 12/7 Meeting with Tabbye Chavous

Summary: The acting Chair began the discussion. The sentiment was positive, and the DEI 2.0 plan appears to be headed in the right direction. A discussion on the data that would be helpful is discussed. A point is made that the data presented as a result of DEI 2.0 needs to include clear clarifications on if the data is only including particular campuses, or if all three campuses are being considered.

A point is brought up on [SPG 601.38](#): Required Disclosure of Felony Charges and/or Felony Convictions. The point made is that the administration should rescind this SPG. The Senate Assembly had made this recommendation previously, and this should be brought up again to the administration. In terms of action items, the committee can include this in their end of year report to SACUA, or the committee can work on sending something now. The discussion went to what power faculty governance does and does not have at the University of Michigan.

It is suggested that a running list of topics be included for the final report for SACUA. There was a call for bylaws in each department. The FSO Director suggested adding these topics to the agenda for the Senate Assembly to review during the Winter term.

Suggestions are made as to how the committee should follow up with Tabbye. The



committee could look at how merit pay is distributed to see if it is being done in an equitable and fair way.

The salary study on the Ann Arbor campus is discussed, with the strengths and weaknesses of the proposed study.

Action: Discussion

9:33am-9:40am: Preparation for 1/10 meeting with David Luke

Summary: Suggestions are to be made on a Google Doc. That will be sent to David prior to the 1/10 meeting. Suggestions included:

- DEI 2.0 on Flint campus
- Effect of leadership changes on the Flint campus on DEI 2.0
- How CDO Luke coordinates with the CDO Chavous
- What data is being collected?

Action: Discussion

9:40am-9:57am: Finalization of list of potential DEI activities or outputs for each of the 3 Promotion & Tenure categories

Summary: The discussion came back to this list of suggestions, which was worked on in the last meeting. Should we have these integrated into current categories rather than a separate category? The sentiment of the group is that it should be integrated.

Adding language enshrining DEI promotion into contracts is suggested.

What should the committee do with the list? It is suggested that these be sent to Ann Arbor CDO Tabbye Chavous. Luke will email CDO Chavous to find out if there is a related list as part of DEI 2.0. If so, we will add to it, if not we will suggest it and provide our list as a starting point.

Action: Discussion

9:57am-9:59am: Meeting with Dearborn CDO

Summary: In last week's meeting with CDO Chavous, she mentioned that the role is currently in the hiring process due to staffing changes. The FSO will reach out about the status of this hiring process to see about scheduling a new meeting once the individual is formally hired, or schedule a meeting with the interim officer if the hiring process is prolonged.

Action: Discussion

9:59am: Adjournment

Respectfully submitted,



FACULTY SENATE
SENATE ASSEMBLY
UNIVERSITY OF MICHIGAN

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