

Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 1/17/24

Circulated: 2/8/24

Approved: 2/14/24

Present: Amir Eldan, Ryan Yip, Brandon Bond, Michael Atzman, Stefanus Jasin, Daniel Burns, Nilton Rennó,

Absent: Simon Cushing (SACUA Liaison), Yongqing Li, Loyd Mbabu, Bénédicte Veillet, Matthew Castilho

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

9:06am-9:10am: Call to Order, Approval of Agenda and Minutes, Announcements

The agenda was approved. The minutes for the 12/13/23 and 1/10/24 CFEI meeting were approved.

9:10am-9:30am: Debrief on 1/10 meeting with David Luke

Summary: Discussion ensued on the recent committee meeting that took place on 1/10 with UM-Flint Chief Diversity Officer David Luke. The differences on the Flint campus are noted. One member felt that those who spoke of experience on the Flint campus as feeling undervalued. A question is asked about how much administration support UM-Flint is receiving. There seemed to be a lot of frustration. The constant change of leadership at UM-Flint is brought up as an issue.

How can the CFEI committee support the UM-Flint campus more? How do we make sure they feel more valued? Campus branding is brought up; what should the brand of UM-Flint be? One area of collaboration is sending admissions data for international students to UM-Flint. It is valuable to find ways to provide support without being overbearing. A point is raised that it is important to fully understand and hear the needs of UM-Flint, so that the issues can be addressed adequately.

The tri-campus proposal is brought up as a potential idea for the committee to run with.

The decentralization of UM can make collaborating across campuses more difficult. The Flint campus transformation is discussed. A discussion on protection of tenure, and the related UM SPG is discussed. Spousal hires are discussed.

Action: Discussion

9:30am-9:45am: Tri-Campus Faculty Fellow in Academic Excellence Program – Defining Rationale & Possible division of labor.

Summary: A summary of the proposed program is brought up. Is this an idea that is worth moving forward on? The general sentiment is positive, although issues are raised.



There is some information that is outdated. Some of the committees that are listed are not in use at this time, and that part of the text would need to be replaced. This plan would need to have administration buy-in in order to be successful. Getting the leadership from each campus bought-in is important.

It is suggested that the Tri-Campus Faculty Fellow in Academic Excellence Program be treated as a fellowship. It will require buy-in from each unit. Presidential fellowships are discussed. Could this be turned into a fellowship-like program with similar qualities? The FSO will look into this. This will be a topic at the February CFEI meeting.

An update is provided on the Chief Diversity Officer at UM-Dearborn, who to the FSO's knowledge has not been hired yet.

Action: Discussion

9:45am-9:58am: New business

Summary: Salary is brought up regarding administration, athletics, and faculty. The Ann Arbor salary study is discussed with a brief update. The goal is to expand the salary study to review other campuses.

The Bold Challenges Initiative is discussed briefly: <https://boldchallenges.umich.edu/>.

A question is asked about whistleblowers. The current SPG on the topic is brought up and briefly discussed.

Action: Discussion

9:58am: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office