



### **Committee for Fairness, Equity, and Inclusion (CFEI)**

Minutes of Meeting: 2/14/24

Circulated: 3/8/24

Approved: 3/13/24

Present: Nilton Rennó, Bénédicte Veillet, Yongqing Li, Brandon Bond, Michael Atzmon, Daniel Burns, Ryan Yip, Stefanus Jasin

Absent: Simon Cushing (SACUA Liaison), Amir Eldan, Loyd Mbabu, Matthew Castilho

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

**9:05am-9:15am:** Call to Order, Approval of Agenda and Minutes, Announcements

The agenda was approved. The minutes for the January 17th CFEI meeting were approved.

A discussion took place on the past meeting with UM-Flint Chief Diversity Officer David Luke. A discussion on the sentiment of administration towards UM-Flint is discussed.

**9:15am-9:53am: Tri-Campus Faculty Fellow in Academic Excellence Program**

Summary: The FSO Director introduced the topic and discussed the revised tri-campus proposal. This revised proposal is a pitch that the program would be administered by the President's office through the ADVANCE office.

A question about the role of retirees is raised. Language to accommodate this suggestion is added to the proposal. Retiree vs. Emeriti status is discussed. Retirees is more inclusive as not all retirees are emeriti.

This is meant as a pitch to the administration, particularly the Office of the President. It is suggested that it could be good for a meeting with ADVANCE. The smaller details of the program would be discussed once the program has made headway with the administration.

A question regarding pay and workload differences between the three campuses is discussed. This is a detail to be worked out later. The salary discrepancy is discussed. How is money flowing? The home department of the faculty member participating in the program would likely remain the financial benefactor.

A question of how this program could be beneficial to those seeking tenure is asked and discussed. Could this be a benefit to those seeking tenure?

A question about workload is discussed. Adding the commute time to faculty traveling to a different campus is discussed. The appointment issue is up in the air. What is the experience that we want faculty participating in this program to have? We want to make sure that the experience is positive and beneficial to both the faculty and students.

Are there any classes that are offered to all three campuses? It does not appear so at this



time. This is a possibility to consider. There could be three faculty, one from each campus, participating in the classes. Could corporations be integrated into sponsoring the classes? Curriculum approval is brought up as an issue.

This can be an opportunity to make the campuses more equitable. Alterations to the working document are made. Questions about specific language are raised and discussed.

A suggestion is made to present this to the Senate Assembly, ADVANCE, or the President's Office. It is agreed that the FSO will work to schedule a meeting with ADVANCE for one of the remaining CFEI meetings. The next steps for the committee include cleaning up the working document, making slides, and scheduling a meeting with an ADVANCE representative.

Action: Discussion

**9:53am-9:58am: Discussion on Guest to invite from UM-Dearborn**

Summary: There is enthusiasm to schedule a Dearborn faculty member to join one of the remaining two meetings. The FSO will work on facilitating this.

Action: Discussion

**9:58am:** Adjournment

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office