



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 3/13/2024

Circulated: 4/10/2024

Approved: 4/17/2024

Present: Michael Atzmon, Loyd Mbabu, Nilton Rennó, Yongqing Li, Brandon Bond, Bénédicte Veillet, Daniel Burns, Simon Cushing (SACUA Liaison), Amir Eldan, Ryan Yip, Stefanus Jasin

Absent: Matthew Castilho

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

9:02am-9:11am: Call to Order, Approval of Agenda and Minutes, Announcements

The agenda was approved. The minutes for the February CFEI meeting were approved. The FSO Director invited the committee to attend the DMN event on 3/25: "The China Initiative and Its Aftermath: The Impact on Science and Academic and Intellectual Freedom on Campus." The FSO Director and DMN Co-Chair offered some more information regarding the panel.

9:11am-9:14am: Update on Tri-campus Proposal

Summary: The FSO Director has a meeting with the Director of ADVANCE in the coming week to discuss the Tri-campus proposal. The goal is for a member of ADVANCE to attend the April meeting.

Action: Update

9:14am-10:00am: Finalize list of Promotion and Tenure activities related to DEI

Summary: The FSO Director began discussion regarding this working document. Discussion took place on what constitutes a "DEI committee." The suggestions provided by this committee are non-binding. The list is meant to provide examples of DEI opportunities that should be recognized during promotion and tenure reviews. The point is to promote DEI-related work.

A suggestion is made to write a preamble to state the intention of the document.

Related documents on the Provost's website are reviewed. Discussion on the term "DEI" ensues. The suggestions made in the document are meant to be integrated into the current promotion and tenure guidelines, not as a substitute.

Compulsory DEI statements are discussed. One member voices that having people go through the motions is not beneficial, and potentially harmful to DEI. Further changes to the document are made. A primary goal of this document is getting promotion review boards to signal that DEI work is valued at this university.



It should be clear that this is a defense against devaluing work that is DEI-centric.

The FSO will work through formatting the document, and in the form of a letter to the Provost.

Lecture recording is discussed. Who has access to the recording once they are created? Further changes to the document are made.

A suggestion is made to work on incorporating the protection of whistleblowers into the committee's work.

Action: Discussion

10:00am: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office