



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 4/17/24

Circulated: 9/17/24

Approved: 10/1/24

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

Absent: Yongqing Li

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

9:04am-9:05am: Call to Order, Approval of Agenda and Minutes, Announcements

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

9:05am-9:20am: Updates

Summary: The FSO Director met with the Director of ADVANCE to discuss the Tri-campus proposal the committee has been working on this academic year. The meeting went well, and ADVANCE is receptive. There are a few areas identified that will need to be addressed to bring the program to fruition:

- How faculty are selected for the program, and what the application process looks like.
- How the program benefits faculty and the University. There needs to be an evaluative tool developed to measure these benefits.
- How to ensure that the host department and home department of the faculty member are able to work together to ensure success in the program. This is identified as the area that requires the most focus. It will require coordination with the Provosts of each of the three campuses.

There are exploratory conversations being had right now, and this will likely require work for the committee in the coming year. A committee member brought up a similar program in LSA that could possibly be a good model.

A discussion on salary takes place. Which department pays for the faculty member participating in the program? A suggestion is made that this program be treated in the same way a sabbatical would be, with the home department covering the costs. A point is made that this program will be beneficial to the university as a whole. A discussion about having retired faculty participate in the program is held.

Action: Discussion

9:20am-9:48am: Review of the draft letter to be sent to Provost McCauley



Summary: The draft letter is shared with the committee. Feedback is offered on this draft, with suggestions for improvement made. Once the draft is approved, it will go to the SACUA Chair, and then sent to the Provost. The draft is improved, with various points debated and discussed.

A discussion of authentic work on DEI related activities is held. Authentic DEI related work is mentioned as a possible charge item for next week. The current political environment is discussed as it related to DEI. A point is made that the purpose of this letter is to reward those that complete DEI related work.

Action: Discussion and review

9:48am-10:03am: Reflections on work completed; recommendations for future CFEI work

Summary: A discussion regarding student representatives on Senate Assembly Committees, and the newly elected CSG government takes place.

Retaliation against whistleblowers is suggested as a topic for next year. Examples are discussed.

The [draft proposal of the Disruptive Activities Policy](#) is discussed, with concern raised. Recent communications regarding this are discussed. The Senate Assembly recently endorsed a [letter](#) written by SACUA regarding this.

Action: Discussion

10:03am: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office