



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

Minutes of Meeting: 11/11/24

Circulated: 11/26/24

Approved: 12/3/24

Present: Lindsay Admon (Chair), Beth Kuzma, Nilton Renno, Michael Atzmon, Bénédicte Veillet, Stefanus Jasin, Yongqing Li, Simon Cushing (SACUA Liaison), Amir Eldan, Maura Seale

Absent: Brandon Bond, Daniel Burns, Matthew Spradling

Faculty Senate Office: Eric Vandenberghe

**9:03am-9:06am:** Call to Order, Approval of Agenda and Minutes, Announcements

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

**9:06am-9:13am: President's Tri-Campus Faculty Fellow in Academic Excellence**

Summary: The Chair of the committee has arranged a meeting with leadership from Advance and the Faculty Senate Office Director to occur in a few weeks. The purpose of this meeting would be to discuss the Tri-Campus Faculty Fellow in Academic Excellence proposal the committee has been working on. Once that meeting is complete, a member of Advance will join a committee meeting to discuss next steps for the proposal.

Action: Discussion

**9:13am-9:45am: Discuss topics/guests for future meetings**

Summary: The Chair asked the committee about future guests or projects for the committee to do in addition to the President's Tri-Campus Faculty Fellow in Academic Excellence. Discussion of the recent national election ensues, and what that means for this committee. The broader climate of the country is discussed, and the ramifications of the election.

There is a suggestion made to meet with members of the Board of Regents. This suggestion is discussed.

A member suggests that the overall goal of this committee should be to focus on equity, and to not be too broad. Another member suggests that there is a need to focus across campuses.

A point is made that the committee needs to produce something that reaffirms the University's commitment to DEI, and related ideas.

Further speakers are suggested, with Elizabeth Anderson, Professor of Philosophy mentioned, as well as Vice Provost for Equity & Inclusion and Chief Diversity Officer Tabbye Chavous.



Another issue is brought up regarding an SPG related to criminal charges being reviewed during the hiring process at UM. This had been discussed previously in other committees, but work continues to make the needed changes. The nature of SPGs is reviewed, including how they are formed, and who oversees particular SPGs.

A discussion regarding remote work takes place, and the unintended consequences. A member points out the importance of having student support on campus. Another member discusses the differences between campuses. Further discussion ensues.

A suggestion is made that a broad overview of the full scope of equity and inclusion programs at UM might be necessary. Reviewing efforts specifically at the Dearborn campus is suggested.

Action: Discussion

**9:45am:** Adjournment

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office