



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 1/13/24

Circulated: 1/28/25

Approved: 2/4/25

Present: Lindsay Admon (Chair), Fiona Pratt-MacDonald, Yongqing Li, Brandon Bond, Michael Atzmon, Nilton Renno, Daniel Burns, Maura Seale, Stefanus Jasin, Erika Hathaway, Bénédicte Veillet, Amir Eldan

Absent: Simon Cushing (SACUA Liaison), Beth Kuzma, Matthew Spradling

Faculty Senate Office: Eric Vandenberghe

9:03am-9:04am: Call to Order, Approval of Agenda and Minutes, Announcements

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

9:04am-9:24am: Discussion on upcoming priorities for this committee

Summary: To help focus the efforts of the committee, the Chair asks the members for issues that are important to them that could fall within the purview of the committee.

The DEI program at UM is discussed. A member points out that there is a lot of time broadly devoted to the costs of the DEI program, but there should be a focus on the benefits that are gained from the program. There are ways to highlight these benefits that should be publicized.

A member brings up the committee's past work on the Tri-campus fellowship. The Chair will touch base with the Director of the Faculty Senate Office to see what the status of this proposal is, and if there is any further work that can be completed by the committee at this time.

A member of the committee suggests examining what current efforts are taking place on each of UM's campuses? The Faculty Governance Coordinator will work on reviewing and compiling a list of DEI initiatives and programs at UM and will share this with the committee upon completion.

The committee proceeds to discuss current news items regarding UM. A well-publicized personnel matter is discussed. The issues with the firing are discussed, and how the regent's involvement in the case is discussed.

A member brings up the administrations' recent decision to end its partnership with Shanghai Jiao Tong University. This is briefly discussed.

The most recent Regent's meeting is discussed. The cancellation of mandatory DEI statements by faculty are discussed. Issues at UM-Dearborn are briefly brought up.



Discussion turns to the name of this committee. A question is asked about the name of the Committee on Anti-Racism (CAR). A call is made by a member for collaboration with this committee. The Chair of the committee will reach out to her counterpart on CAR to see if there are areas in which the committees can collaborate.

Action: Discussion

9:24am-9:50am: Discussion of threats to DEI; Discussion and work on opinion piece

Summary: The recent letter by the SACUA Chair related to DEI is discussed. The aftermath of the most recent regent's meeting is discussed. Other outside materials are discussed, including the piece in the fall from the New York Times critical of DEI at UM, as well as the Chief Diversity Officer's response on LinkedIn.

The previously discussed Faculty Perspectives article is brought up. Does the committee want to write this? The committee agrees to do so. This will be started in the next meeting, with a document shared with the committee prior to the meeting. A suggestion is made to offer general support and focus on positive aspects. Differing opinions are shared. A call is made to show statistics that support our claims. Further discussion ensues and the meeting concludes.

Action: Discussion

9:50am: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office