



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 3/10/25

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Present: Daniel Burns, Fiona Pratt-MacDonald, Simon Cushing (SACUA Liaison), Lindsay Admon (Chair), Michael Atzmon, Yongqing Li, Maura Seale, Amir Eldan, Brandon Bond, Erika Hathaway, Bénédicte Veillet

Absent: Beth Kuzma, Matthew Spradling, Stefanus Jasin, Nilton Renno

Faculty Senate Office: Eric Vandenberghe

9:02am-9:03am: Call to Order, Approval of Agenda and Minutes, Announcements

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

9:03am-9:58am: Discussion of current events

Summary: The Chair begins the meeting by acknowledging the rapid changes occurring due to the federal government's shifting priorities. The Chair suggests that this meeting serve as a space for delving deeper into some of the changes that are occurring, and what the committee can do.

The Chair requests an update on SACUA activity from the SACUA Liaison. The SACUA Liaison proceeds to provide an update on the work that has been ongoing. The work has been heavily affected by the ongoing attacks to higher education.

The discussion turns to recent events at the national level that directly affect higher education. Federal funding has been cut from [Columbia University](#). This is seen as a test case, with some committee members expecting further action to take place. This is an extremely concerning development to committee members involved in this conversation.

A member brings up a recent [interaction](#) between the dean of the law school at Georgetown and the Interim US Attorney for the District of Columbia. This action is discussed by the committee.

The committee proceeds to discuss the effects that many of these changes are having on the academic community. The breadth and pace of the changes is making it difficult to keep up with the events, and how we are affected. A committee member acknowledges the difficulty the UM administrations is facing right now. The SACUA liaison briefly talks about the meeting SACUA had with President Ono in February.

A member highlights a recent [letter](#) from law school faculty members to the university's Office of General Counsel that provides a legal defense for DEI programs. The letter is briefly discussed.



A member discusses the requests made by the UM administration to each dean to provide information regarding faculty who work on DEI related activities. Members suggest that the committee follow up with Deans on this to gather more information on the purpose of this data collection, and what the information will be used for.

Discussion turns to impending budgetary issues at the University. The uncertainty of federal funding has made the outlook more volatile. The change to the hiring decision making process is discussed. The Chair asks the committee if they have any news from their units regarding potential changes to their practices as a result of the budgetary uncertainty. Related anecdotes are shared. A member suggests gathering more information to help provide faculty with a broader picture of how the campus is being affected.

Members bring up and praise the workshops that have been shared and, in some cases, organized by SACUA and the Faculty Senate Office.

Members discuss a broad need to fight back against these actions being taken by the federal government that go against the mission and values of the University. A member briefly discusses the effectiveness of teach-ins during the Vietnam War era.

A member suggests that there be a space for faculty to talk about how the alterations to the federal government are affecting them.

Discussion moves onto various specific issues within the federal government. This includes changes potentially coming to the VA, the labor market, the housing market. The Department of Government Efficiency is discussed. Student perspectives on the current state of affairs are discussed.

Action: Discussion

9:58am: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office