



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 4/1/25

Circulated: 9/8/25

Approved: 9/15/25

Present: Lindsay Admon (Chair), Michael Atzmon, Daniel Burns, Matthew Spradling, Yongqing Li, Nilton Renno, Stefanus Jasin, Maura Seale, Bénédicte Veillet, Brandon Bond, Erika Hathaway

Absent: Simon Cushing (SACUA Liaison), Amir Eldan, Beth Kuzma, Fiona Pratt-MacDonald

Faculty Senate Office: Eric Vandenberghe

1:02pm-1:03pm: Call to Order, Approval of Agenda and Minutes, Announcements

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

The Chair indicated that the current committee members have an opportunity for consideration as the next Chair of the committee, should they have interest.

1:03pm-2:04pm: Discussion on closure of UM DEI and OHEI Offices, as well as action items for committee

Summary: The Chair asked that the committee discuss [UM's recent decision to close the DEI and OHEI Offices](#). This decision is discussed. A member discusses recent examples of leaders in particular units expressing a commitment to the work and principles within these offices, and how the University administration has responded.

The Faculty Senate will convene a special meeting on 4/17. This meeting is organized in response to a [petition](#) signed by faculty members. There is already one resolution that will be under consideration. It is a [Resolution to Establish a Mutual Defense Compact for the Universities of the Big Ten Academic Alliance in Defense of Academic Freedom, Institutional Integrity, and the Research Enterprise](#). This is being considered by other faculty governance bodies throughout the Big Ten Academic Alliance. The Faculty Governance Coordinator provides a timeline of how the voting process for this meeting will work.

The committee considers how to proceed given the current issues that are being faced by higher ed, and UM specifically. The recent [exchange](#) between Georgetown University Law Center (GULC) Dean William Treanor and United States Attorney for the District of Columbia Edward R. Martin. This is highlighted as an effective strategy to addressing concerns raised by the federal government. Several faculty voice support for this approach.

The [Dear Colleague](#) letter is discussed. A member brings up the analysis of this letter by UM law professors.

A member indicates a desire to submit a resolution at the upcoming Faculty Senate meeting and asks for assistance by the committee. The member shares the current text that is



available, and the committee offers feedback, with varying opinions on tactics shared. A sentiment is offered that there should be a clear goal of the resolution that could focus on several aspects, including the reversal of the decision to close the DEI offices, among others. A member suggests highlighting the clear positive results that DEI has had on the UM community.

Several suggestions are mentioned, and teach-ins on the subject of DEI are supported by several members. It is noted that this plays to the strengths of faculty and graduate students, as they are experts at teaching in many cases.

A member discusses the severe ramifications if faculty were to be expected to alter their course content. This is a line in the sand for academic freedom.

A member voices concern that mental health funding could be in jeopardy.

The student perspective on these issues is offered.

A member discusses the issues faced by foreign members of the academic community, and how they need to be supported.

Action: Discussion

2:04pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office