



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 12/1/25

Circulated: 1/16/26

Approved: 1/23/26

Present: Michael Atzmon, Grace Kotre, Maura Seale, Shanna Kattari (Chair), Nilton Renno, Stephanie Gelderloos, Joyce Lai, Stefanus Jasin

Absent: Brandon Bond, Yongqing Li, Bénédicte Veillet, NaSiya Taylor, Cleo Sawhney, Demi Jardine

Faculty Senate Office: Eric Vandenberghe

12:04pm-12:08pm: Call to Order, Approval of Agenda and Minutes, Announcements

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

12:08pm-12:18pm: Facilities concerns from last meeting

Summary: The Faculty Governance Coordinator provides an update from the most recent Financial Affairs Advisory Committee (FAAC) meeting. The FAAC met with Kim Kiernan, Vice President for Facilities and Operations, and raised concerns conveyed by both CFEI and FAAC membership.

VP Kiernan shared with the committee that each of the three campuses has their own plans for assessing and addressing facility needs. Each campus also submits a Capital Outlay Report for the State of Michigan each year. These summarize their strategies for space planning and facility stewardship. Links to each plan for this year are included below:

[UM-Ann Arbor Plan](#)

[UM-Dearborn Plan](#)

[UM-Flint Plan](#)

VP Kiernan indicated that the planning process includes addressing deferred maintenance, classroom utilization, utilities infrastructure, parking areas, and energy management. During the meeting, committee members ask how building maintenance priorities are determined. They also provided examples of maintenance issues that have not been addressed in a timely manner. VP Kiernan asks that these issues be sent directly to her for follow-up. Prioritization of fixing systems across campus is done intentionally in a way meant to best meet the needs of the community within the constraints of the budget.

Chair Kattari suggests that faculty could be surveyed to find out if facilities issues are being properly addressed across campus. A member discusses that facilities issues are of the utmost importance to a positive, respectful working environment.

Action: Discussion



12:18pm-12:43pm: Planning CFEI event

Summary: At the last meeting, the committee determined that it would like for the event it is planning to be a panel discussion. The subject will pertain to community organizing/action. Potential guests are identified, and members are assigned tasks of reaching out to those faculty identified.

The committee discusses the venue of the event and follow-up events. The committee members and FSO staff will explore options. The tentative plan is to have an initial event followed by 2-3 workshops. There is an expectation that this will be on all three campuses over the course of all the events. The budget for this is briefly discussed. The tentative plan is to have the initial event in February.

A member discusses the One University initiative. There is not much activity taking place currently with this initiative, but it is not defunct. The committee will follow up on this topic at a future meeting.

A separate social event is briefly discussed for faculty on all three campuses to connect is suggested and will be discussed at a future meeting.

Action:

12:43pm-12:50pm: Follow up on cross committee solidarity

Summary: The Chair discusses the Senate Assembly Chair luncheon that will take place in the coming week. At this meeting they will suggest means of cross-committee collaboration that had been previously discussed by this committee. They plan on sharing a Google Doc where work by the committees can be added to determine where cross-committee collaboration can occur.

A suggestion is made that the chairs of committees join the CFEI Winter term meetings for ten minutes to provide an overview of their work. The committee goes through and selects few committee chairs to initially reach out to and invite. The Faculty Governance Coordinator will reach out to the identified faculty.

Action: Discussion

12:50pm-12:59pm: New Business

Summary: A discussion on labor unions takes place. The Chair provides a brief overview of the labor landscape at UM. This will be a discussion that will be brought back up in future meetings.

Action: Discussion

12:59pm: Adjournment

Respectfully submitted,

Eric Vandenberghe



FACULTY SENATE
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