President’s Advisory Committee
On Labor Standards and Human Rights

MINUTES
March 11, 2019, 1:00 PM – 2:30 PM
2065 Fleming Administration Building

Attendees: Ravi Anupindi (chair), Safia Sayed, Omolade Adunbi, Kristen Ablauf, Paul Labute, Monika Johnson, Kiyoteru Tsutsui, and Stephen Yaros (staff to committee)
Absent: Emma Waitzman, Richard Neitzel, Khaled Eid
Guests: Lauren Smith

Committee Business

Chair Anupindi called the meeting to order at 1:03 pm. Minutes from the February 6, 2019 meeting were discussed. LSmith moved to adopt the minutes and MJohnson seconded the motion. The minutes were approved unanimously.

2019 International Travel Fellowship

The committee received a total of 11 applications for the PACLSHR-sponsored 2019 International Travel Fellowship. Each application was reviewed and scored by at least two committee members prior to the meeting. Chair Anupindi aggregated the scores from these evaluations, which formed the basis of discussion and a final review of the committee at this meeting. The committee decided to award the fellowship to Maira Areguin, a pre-doctoral candidate in Psychology and Women’s Studies, and to Amelia Burke, a Ph.D student in Anthropology and History. Ms. Areguin proposes to do research on marginalized Latinx farm workers in the United States. Ms. Burke proposes to study labor issues for women agricultural workers in Morocco. Both students have subsequently accepted the fellowship awards.

Discussion on 2018 PACLSHR Student Research Project

As a follow-up from the 2018 student study sponsored by the PACLSHR titled, “Exploring the University of Michigan’s Approach to Environmental Responsibility for Licensed Goods”, Chair Anupindi asked committee member LSmith to provide a brief overview of the project to the current committee and then Chair Anupindi led a discussion around next steps for the committee to take.

The project involved conducting an evaluation of opportunities and mechanisms for the integration of environmental impacts and sustainability into existing purchasing policies and procedures for licensed goods. Specifically, the report focused on:

- Providing a detailed inspection of how other universities in the United States are
meeting their environmental obligation to licensed goods, if applicable; and

- How compliance of environmental standards may be monitored in the supply chain for licensed goods.

The project looked at 80 public and private universities from across the US. The university websites were visited, and their respective codes of conduct were studied to determine whether they contained a provision pertaining to environmental responsibility in their supply chains. Contact, via emails, was made with all 10 public and private universities that contained an environmental compliance provision in their codes of conduct.

The students also researched third-party environmental certifying bodies, licensing partners, and environmental compliance monitoring organizations used most frequently by universities to understand which organizations can best assist in the monitoring of environmental compliance practices.

After comparing their findings to the practices of the University of Michigan, the students came up with the following recommendations:

- Incorporate a provision on environmental sustainability in the UM Code of Conduct or in the Preamble to the UM Code
- Provide a list of university licensees on the UM website
- Update the UM licensing and trademark web page
- Collaborate with other universities
- Provide the UM Code of Conduct on the Licensing & Trademark webpage as opposed to the University President’s webpage

After LSmith’s overview of the project a committee discussion ensued on what should be done next by the committee on the topic of UM’s Code of Conduct.

Chair Anupindi noted that the universities who mentioned the environment in their codes of conduct may not have a monitoring apparatus in place. If so, the mention of the environment was more or less a symbolic gesture.

Chair Anupindi asked committee member and university procurement staffer PLabute about UM’s supplier code of conduct. PLabute noted that the supplier code does in fact mention the environment, unlike the university’s licensee code of conduct.

Chair Anupindi asked if both the licensee and supplier codes of conduct apply to our licensees. PLabute and KAblauf agreed that only when the university purchases something directly from a licensee does the supplier code apply. But, if the university simply authorizes a company to produce items with our logo, only the licensee code of conduct applies. When there is overlap they can be subject to both codes.
The committee agreed that a prudent next step, based on the student recommendations, would be to reach out to other institutions to start engaging them on this topic. Committee member KAblauf agreed to reach out to representatives from the universities mentioned in the student report to see if they would be willing to provide more detailed information about their environmental practices in relation to licensed goods and to see if they would be willing to speak to the committee directly.

**Sustainable Food Procurement Conference**

The one-day conference on April 9, 2019 will bring together cross-functional efforts and stakeholders for a conversation about how institutions overcome unique sustainability challenges in food procurement. Chair Anupindi informed the committee that planning for the conference was going well and that numerous speakers and panelists had already been confirmed.

**Update on Winter 2019 Research Projects**

Chair Anupindi informed the committee that both of the PACLSHR-sponsored student projects are going well. The group running the responsible food procurement project will present an update to the committee in April 2019. Next steps on the project will be determined from there.

**FLA Conference**

Chair Anupindi mentioned to the committee that he recently attended the FLA yearly conference and it was a positive experience. He was asked to talk about the work of the committee and it highlighted that UM’s PACLSHR is unique in this space because of its expansive scope.

**Meeting adjourned at 2:27 pm.**