**REPORT OF THE FACULTY SENATE SOCIAL JUSTICE COMMITTEE**

**TO THE FACULTY SENATE**

**2024-2025**

The Faculty Senate Social Justice Committee (FSSJC) met seven times during the 2024-25 academic year. This report includes an overview of the activities of the FSSJC during this period and includes recommendations for the FSSJC in AY 2025-26. Members of the FSSJC are listed at the end of the report.

**Overview of activities**

The FSSJC primarily engaged in XX topics: a) planning for the future of the FSSJC, b) engaging in projects, and c) participated in relevant conversation as NIU navigated shifts in the federal landscape. Each of these are detailed below.

**Planning for the future work of the FSSJC**

* Continuing the work of the 2023-24 academic year, the FSSJC engaged in a process that spanned the entire academic year which focused on: a) identifying what was within the purview of the FSSJC’s charge and duties, b) prioritizing topics for the FSSJC to engage in during the current year, and c) planning for the next academic year. These efforts culminated in a rank ordering of a set of eight topics which were identified during FSSJC meetings. The top three topics were: an academic equity report on student data, learning from college level work, and a faculty retention and progress report. The full results will be shared with the FSSJC for AY 2025-26 for consideration.

**Engaging in projects**

* Members of the FSSCJ took on several projects during the academic year. Two members of the committee reviewed the bylaws for opportunities to make language more inclusive. The FSSJC helped develop a focus area for a survey that went out to all new to NIU faculty members. The FSSJC also met with the research center directors who were seeking membership on the FS and shared feedback to their request.

**Participation in conversations**

* Through the seven meetings, discussions reflected the current context, needs of campus, and elevated relevant issues.

**Recommendations**

**To Faculty Senate Social Justice Committee**

* The past two years have seen the Faculty Senate President serve as the de facto chair of the FSSJC. It is strongly recommended that the FSSJC elect a chair from the members of the committee which aligns with standard committee operating procedures.
* The FSSJC has provided a list of topics for consideration in the upcoming academic year. It is suggested that the FSSJC attend to at least the top three topics as identified above. The recommended topics will likely require more than a single meeting to learn about, make recommendations, and engage in actions afterwards.
* It is recommended to ground conversations in data where it is possible. To do this, it is imperative to work with the Faculty Senate President, the Provost, and the CDO to plan and ask for relevant, existing data and reports. It is also important to consider the data collected during AY 2024-25 from the New to NIU Faculty Survey.
* The FSSJC should complete the work begun in AY 2024-25 related to updating the FS Bylaws to use more inclusive language. There are three documents which have provided recommendations related to the language changes needed in the bylaws. These should serve as a comprehensive starting point.

**To Faculty Senate President**

* In preparation for the FSSJC taking up the prioritized topics which were identified in AY 2024-25, it is recommended the Faculty Senate President works with the Provost’s Office to obtain data and/or reports necessary to engage in the topics of Academic Equity Reports and Faculty Retention and Progress.
* The Faculty Senate President should work with the colleges to identify key contacts within each college so the FSSJC can learn from the relevant work of the colleges.

**2024-25 FS-Social Justice Committee**

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| **MEMBERSHIP** | **2024-2025** |
| Faculty-BUS-OMIS | Biagio Palese |
| Faculty-EDU-SEED | Fall-Jeff Chan Spring-Lisa Liberty |
| Faculty-EET-MECH | Sahar Vahabzadeh |
| Faculty-HHS-SIHP | Nahal Salimi |
| Faculty-LAS-HIST | Taylor Atkins |
| Faculty-LAW |  |
| Faculty-LIB | Beth McGowan |
| Faculty-VPA-ARTD | Kryssi Staikidis |
| Student | Manny Corpuz |
| Instructor LAS-ENGL | Scott Stalcup |
| Operating Staff | Jessie Alex |
| Supportive Professional Staff | Felicia Bohanon |
| Chair and convener | Benjamin Creed |