

## **PUBLIC NOTICE AND AGENDA**

### **FACULTY SENATE – SOCIAL JUSTICE COMMITTEE**

**Wednesday, February 9, 2022, 3 p.m.**

**Altgeld Hall 125**

**Northern Illinois University**

**DeKalb, Illinois**

#### **I. CALL TO ORDER**

#### **II. VERIFICATION OF QUORUM**

#### **III. ADOPTION OF THE AGENDA**

#### **IV. APPROVAL OF THE DECEMBER 8, 2021, MINUTES – Pages 3-7**

#### **V. PUBLIC COMMENT**

#### **VI. ITEMS FOR FS-SOCIAL JUSTICE COMMITTEE CONSIDERATION**

##### **A. Feedback on the Anti-Racist Statement – presentation**

Vernese Edghill-Walden  
Vice President for Diversity, Equity and Inclusion  
Chief Diversity Officer

Joseph Flynn  
Associate Director of Academic Affairs, Center for Black Studies  
Associate Professor, Department of Curriculum and Instruction

Tamara Boston  
Project Coordinator  
Division of Academic Diversity, Equity and Inclusion

#### **VII. UNFINISHED BUSINESS**

##### **A. FS-SJC response to AAEO's feedback to the Ad Hoc Social Justice Committee's draft report**

##### **B. Discussion of FS-SJC prioritized recommendation #1 (ongoing NIU support for the FS-SJC) – Page 8**

#### **VIII. NEW BUSINESS**

##### **A. FS-SJC and NIU leaderships meetings**

**IX. REPORTS**

- A. Academic Affairs – Ben Creed
- B. Diversity, Equity and Inclusion – Elisa Fredericks
- C. Institutional Racism – Beth McGowan

**X. ADJOURNMENT**

## MINUTES

### FACULTY SENATE – SOCIAL JUSTICE COMMITTEE

Wednesday, December 8, 2021, 3 p.m.

Altgeld Hall 125

Northern Illinois University

DeKalb, Illinois

**VOTING MEMBERS PRESENT:** Bohanon, Books, Creed, Fredericks, Johnson, Maki, McConkie, McGowan, Montana

**VOTING MEMBERS ABSENT:** Collins, Montgomery, Vahabzadeh

**OTHERS PRESENT:** Chomentowski, Clay, Hu, Valentiner

**OTHERS ABSENT:** Palese, Staikidis

#### I. CALL TO ORDER

Faculty Senate Social Justice Committee (FS-SJC) Chair **I. Montana** called the meeting to order at 3:02 p.m.

#### II. VERIFICATION OF QUORUM

A quorum was verified.

#### III. ADOPTION OF THE AGENDA

**B. Creed** moved to adopt the agenda, seconded by **F. Bohanon**. **I. Montana** proposed an addition to the agenda:

VI. B. Alan Clay, Associate Director for Affirmative Action and Equal Opportunity, NIU Human Resource Services.

Motion passed. The agenda, including amendment, was adopted.

#### IV. APPROVAL OF THE OCTOBER 13, 2021 MINUTES – Pages 2-5

**B. McGown** moved to approve the minutes, seconded by **F. Bohanon**. Motion passed.

#### V. PUBLIC COMMENT

## VI. ITEMS FOR FS-SOCIAL JUSTICE COMMITTEE CONSIDERATION

### A. Open forum on CLAS' anti-racism activities and recommendations

The College of Liberal Arts and Sciences hosted a forum on December 2 to discuss diversity, equity and inclusion issues. Two questions were posed:

1. What is the college doing well in advancing an anti-racism agenda?
2. What could the college do better?

A report, including 11 recommendations was presented; the report has been uploaded to the FS-SJC's Teams site. Recommendation #1 dealing with tenure and promotion, as well as Recommendation #4 dealing with diversity in faculty hiring, are two examples of how the CLAS recommendations reflect the FS-SJC's report/recommendations.

### B. Alan Clay, Associate Director for [Affirmative Action and Equal Opportunity](#) (AAEO), NIU Human Resource Services

**A. Clay** introduced himself to the members and explained that AAEO staff reviewed the FS-SJC's draft report during spring 2021 and saw that it contained many goals with which the AAEO could assist since that's what they do in their unit. Some examples of available resources and issues being addressed by AAEO include:

- Data reporting included in the [Affirmative Action \(AA\) Plan](#) focused on: minorities and women, disabilities, and protected veterans.
- Outside vendor, [Affirmity](#), supporting NIU's Division of Information Technology (DoIT) to analyze and correct existing data inaccuracies.
- Demographic workforce data.
- Tenure tracking reports and email lists of employees according to race and gender.
- Comprehensive compensation analysis to support NIU's commitment to pay equity.
- Targeted recruiting to fulfill [Academic Diversity, Equity and Inclusion](#) (ADEI) goals. New marketing firm will work directly with departments to help with advertising needs.
- AAEO is responsible for, and is working with departments to, establish a 5-year diversity, equity and inclusion strategic plan process, which also is noted in FS-SJC's Recommendation 7.
- AAEO liaisons across colleges and departments.
- Search information available on AAEO Sharepoint for all who need it, instead of held locally.

Questions/feedback from FS-SJC members included:

- Is there a mechanism for accountability, or for reporting observances of noncompliance in the search process? Concerns can be brought to the

attention of AAEO. AAEO also is working to create a system of accountability for search committees.

- Where is the AA Plan? Can faculty enter the process before the plan is completed? There is a desire to provide a faculty voice in the process, even if it is just in an informational role. AAEO is working to get more resources posted on the website, and **A. Clay** will look into this.
- FS-SJC still has issues obtaining the data needed to complete its work. How do we tap into AAEO data? AAEO has a data request form, and the AAEO dashboard has a launch target date of May, 2022.
- How does the AAEO data relative to diversity in faculty hiring fit with the data from Simón Weffer? Simón Weffer is working with the Presidential Commission on Race and Ethnicity (PCORE). The data is the same.

## **VII. UNFINISHED BUSINESS**

## **VIII. NEW BUSINESS**

- A. Discussion of FS-SJC prioritized recommendation #1  
(ongoing NIU support for the FS-SJC)

The focus is to procure ongoing university support for the FS-SJC. The Academic Affairs Working Group has proposed several options, which have been reviewed by stakeholders. NIU administration understands the request, but the support has not yet been provided. **I. Montana** suggested that the proposal for ongoing support be submitted to NIU administration during December. Discussion included the following questions/points:

- What is the money for? Infrastructure support.
- Does this request set a precedent for paying all NIU employees who do shared governance work?
- Providing compensation for faculty being asked to work during off-contract time, such as summer, is much like compensation for teaching a summer course.
- Inconsistency in the value of service in the tenure and promotion system among departments.
- Where is this requested financial support coming from?
- Could a graduate assistant or research assistant assist with programmatic support, and can they be compensated with course credit instead of salary?
- How can the FS-SJC resource itself to accomplish its goals? Currently, the work takes away from teaching, research and administrative responsibilities.
- Is course release instead of add-pay an option? Some departments barely have enough faculty to cover classes. Also, course waivers almost always bring in people to teach who are less well-compensated and, thereby, we reenforce all the inequities we're trying to address.
- Is it possible to quantify the uncompensated work that has already been completed?

- Support for anti-racism trainings through Crossroads would be \$14,000-\$20,000 as a start.
- Faculty training program to help decolonize the curriculum is not fully funded yet and is part of ADEI.
- Expansion of ADEI.
- Data collection; it should be someone's job to collect suggestions or observances of policies that create inequity, with its own dashboard, but that activity needs to be funded with an ongoing graduate assistantship or other position.
- Financial support is needed to accomplish more, but for the purpose of this committee, does the FS-SJC have jurisdiction over ADEI?
- If there is no ability to compensate, what is the future of the FS-SJC?

**N. Johnson** moved that the current proposal for ongoing support be amended to include quantitative numbers to show costs, and then be forwarded to NIU administration. The motion was seconded by **B. McGowan**. Motion passed.

## IX. REPORTS

- A. Reports on monthly FS-SJC monthly updates  
Meeting #1: 10/27/21  
Meeting #2: 11/17/21

These meetings with administration have provided useful direction in regard to available resources. It is hoped that a third meeting will focus on the diversity, equity and inclusion working group.

- B. Academic Affairs – Ben Creed

The working group met with Vice Provost Chad McEvoy to talk about the work they are doing and about ways to collaborate. He had suggestions which the group will be taking or has already accomplished, including:

- Informed the Faculty Senate Personnel Committee of their work and are coordinating schedules to present their work to them, learn from them, and then include their feedback on our recommendations
- VP McEvoy will set up a meeting to talk with other institutions about what they are doing/have done related to tenure and promotion revisions.

The working group will be connecting with college personnel committees (CPC) across campus, as well as the United Faculty Alliance (UFA), to include their perspectives in the group's work. To this end, they have:

- Finalized letters to the CPCs and to UFA
- Finalized questions and their asks
- These conversations will be in the new year.

C. Diversity, Equity and Inclusion – Elisa Fredericks

The working group has received departmental data and will be discussing it. They also realize that there might be other units working on this, with the potential for duplication. The working group hopes to work together with the UFA, but there may be some barriers to overcome, in order to reach that goal.

D. Institutional Racism – Beth McGowan

Work continues on two charges:

- Decolonizing curriculum – The working group is conversing with the ADEI on this topic and also intends to meet with the Baccalaureate Council and the Graduate Council.
- Educational institutional racism – The working group is researching how to obtain the necessary data to move forward.

**X. ADJOURNMENT**

**B. Creed** moved to adjourn, seconded by **X. Hu**. Motion passed.

Meeting adjourned at 4:30 p.m.

## FS-SJC Prioritized Recommendation # 1

***Focus:*** To procure ongoing university support for the standing Faculty Senate Social Justice Committee (FS-SJC).

***Delegated Working Group:*** Academic Affairs

Date: January 14, 2022

### ***Overview of Recommendation:***

In acknowledgment of the scope of the work of the standing Faculty Senate Social Justice Committee (FS-SJC), the FS-SJC recommended that to achieve the implementation of the recommendations outlined in its draft report submitted to the Faculty Senate in Spring 2021, ongoing university support will be necessary. We proposed that this support should include release time for the Committee Chair and other members of the committee as needed. The FS-SJC will collaborate with the administration to facilitate data collection and analyses to better understand how institutional racism functions at NIU to support the work of the FS-SJC.

### ***Rationale for Support for the FS-SJC***

The AY 2020-2021 demonstrated the commitment and resolve the FS-Social Justice Committee has toward moving NIU to a more diverse, equitable, and anti-racist community. However, the service commitment by committee members for this work is not sustainable without support. Considering this reality, the FS-SJC is recommending NIU help to support this work as follows:

1. *Three GA/RAs for Spring 2022 Semester*— one for each established working group.
  - *GA/RAs to provide programmatic support especially in data collection, input, and analysis. GA/RAs will also help with focus groups, online surveys and will serve as administrative liaisons for the FS-SJC.*
2. *One month of summer salary of \$6,000 equivalent to 3-credit hour course for the FS-SJC chair.* This is in recognition that the FS-SJC chair will engage in continued work over the summer to continue moving efforts forward.
3. *One month of summer salary of \$6,000 (equivalent to 3-credit hour course) per working group.* This is in recognition for the need for ongoing work over the summer to make progress on the FS-SJC priorities. The dollar figure recognizes the expected work would be equivalent to a 3-credit hour course and corresponds with the minimum compensation outlined in the Collective Bargaining Agreement (\$2,000 per credit hour). This will be allocated by the individual working groups to the member(s) responsible for work over the summer.
4. Support for Anti-Racism trainings (\$14,000-20,000 annually for five years).