

## **NOTES**

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

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

**Altgeld Hall 125**

**Northern Illinois University**

**DeKalb, Illinois**

**VOTING MEMBERS PRESENT:** Bohanon, Books, Fredericks, Maki, McConkie, McGowan, Montana, Montgomery, Vahabzadeh

**VOTING MEMBERS ABSENT:** Collins, Creed, Johnson

**OTHERS PRESENT:** Hu, Valentiner

**OTHERS ABSENT:** Chomentowski, Staikidis

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

Faculty Senate Social Justice Committee (FS-SJC) Chair **I. Montana** called the meeting to order at 3:03 p.m.

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

A quorum was verified.

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

**B. Montgomery** moved to adopt the agenda, seconded by **F. Bohanon**. Motion passed.

#### **IV. APPROVAL OF THE FEBRUARY 9, 2022, MINUTES**

**E. Fredericks** moved to approve the minutes, seconded by **D. Valentiner**. Motion passed.

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

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

## **VII. UNFINISHED BUSINESS**

### **A. FS-SJC Prioritized Recommendation #1**

1. FS-SJC Faculty Fellows: responsibilities and duties
2. FS-SJC GA/RAs: structure and duties
3. Agenda for the summer 2022 work and tangible deliverables

The working groups (WG) have collaborated to establish the structure and duties for four faculty fellow and four graduate assistant positions for summer 2022. The purpose of this summer project is to build momentum and establish a clear path forward to advance the work of the FS-SJC in fall 2022.

Logistics related to the graduate assistant positions were discussed. The Office of the Provost will serve as the hiring agent. The names of selected faculty fellows and graduate assistants must be reported to the provost by Friday, April 1.

### **B. Institutional Racism Working Group's proposal for Crossroads training**

A five-year Crossroads training proposal was presented and discussed. There was consensus that this proposal be submitted to Provost Ingram by Friday, April 1.

The Crossroads training proposal might not address the curriculum and pedagogy goal, but possibly that goal could be addressed by NIU Academic Diversity, Equity and Inclusion.

Is Faculty Academic Cultural Competence and Equity (FACCE) fully funded? What does fully funded mean in terms of dollars? There was consensus to bring a draft resolution on this topic for review at the April 13 FS-SJC meeting with the plan to then move it forward to the April 27 Faculty Senate meeting.

## **VIII. NEW BUSINESS**

### **A. FS-SJC and NIU Senior Leadership Meetings**

1. Date of meeting: February 18 (Focus of meeting; DEI update with Provost Ingram and Chief Diversity Officer Edghill-Walden)

## **IX. REPORTS**

### **A. Academic Affairs – Ben Creed**

The WG met with the Faculty Senate Personnel Committee to discuss NIU's tenure and promotion process. The WG plans to meet with each of the academic colleges to discuss this topic and seek feedback regarding strategies to help address inequities in hiring.

**B. Diversity, Equity and Inclusion – Elisa Fredericks**

The WG is conducting research to benchmark approximately 20 institutions' hiring processes. In addition, the WG is working with Human Resource Services (HRS) to compose a diversity, equity and inclusion statement, as it continues to develop a five-year plan. Also, the WG hopes to establish consistent relationships with contacts in stakeholder units, such as HRS, United Faculty Alliance, etc.

**C. Institutional Racism – Beth McGowan**

The WG continues its work on several projects, including: podcast script development through the Graduate School; Crossroads research; creation of a policy library for NIU stakeholders working to address racism; developing a list of elements and instances of institutional racism that should be addressed.

**X. ADJOURNMENT**

**E. Fredericks** moved to adjourn, seconded by **D. McConkie**. Motion passed.

Meeting adjourned at 4:17 p.m.