

MINUTES

FACULTY SENATE – SOCIAL JUSTICE COMMITTEE

Wednesday, April 13, 2022, 3 p.m.

Altgeld Hall 125

Northern Illinois University

DeKalb, Illinois

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

VOTING MEMBERS ABSENT: Collins, Johnson, Montgomery

OTHERS PRESENT: Chomentowski, Hu, Valentiner

OTHERS ABSENT: Palese, Staikidis

I. CALL TO ORDER

Faculty Senate Social Justice Committee (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

F. Bohanon moved to adopt the agenda, seconded by **B. Creed**. The agenda was adopted.

IV. APPROVAL OF THE MARCH 9, 2022, MINUTES

E. Fredericks moved to approve the minutes, seconded by **F. Bohanon**. The minutes were approved.

V. PUBLIC COMMENT

VI. ITEMS FOR FS-SOCIAL JUSTICE COMMITTEE CONSIDERATION

VII. UNFINISHED BUSINESS

A. FS-SJC Prioritized Recommendation #1 NIU support for the FS-SJC

Four faculty fellows and four graduate assistants have been identified for committee-related work during the summer. The provost has been made aware of these selections, and she has approved the graduate assistants, though no response has been received yet regarding the faculty fellows.

The Institutional Racism Working Group proposal regarding support for Crossroads anti-racism training was submitted to the provost on March 31. No response has been received to date.

It was suggested that follow-up contact with the provost be pursued on both of these topics.

VIII. NEW BUSINESS

IX. REPORTS

A. Academic Affairs – Ben Creed

The Academic Affairs Working Group (WG) has met with several college councils to discuss and learn about each college's tenure and promotion processes and how they align with the university's goal to eliminate institutional racism. The WG will be meeting with Business, Law and University Libraries soon to complete its college visit schedule. As the WG has engaged with the college councils, it has become clear that institutional racism discussions at the college level are also taking place, and there is opportunity for resource sharing.

The WG also met with the Faculty Senate Personnel Committee to share its progress to date and to receive feedback.

Over the summer, the WG hopes to develop recommendations for proposed Faculty Senate Bylaw amendments.

B. Diversity, Equity and Inclusion – Elisa Fredericks

The Diversity, Equity and Inclusion (DEI) WG is in the process of evaluating the hiring practices of 75-100 universities and conducting a comparison with NIU's hiring practices.

The WG hopes to work with Human Resource Services to identify one point person to consistently work with the WG going forward.

The WG anticipates receipt of some (not all) of requested data. The original request was for five to ten years' worth of data, but only two years' worth is anticipated to be received.

The WG acknowledges that there is a need to coordinate and learn about the DEI work of other groups on campus, in order to avoid duplication. Chief Diversity Officer (CDO) Vernese Edghill-Walden has endorsed the efforts of the WG, and we look to her for information on duplication.

What is the status of the proposed Community of Practice? This effort could be helpful in avoiding duplication and for communicating among various units working on anti-racism at NIU. It might be necessary to reestablish more regular check-in with Vernese. Vernese Edghill-Walden is expected to speak to Faculty Senate on April 27.

C. Institutional Racism – Beth McGowan

The WG has developed a draft resolution in support of anti-racism efforts on the NIU campus and is interested in receiving feedback on it from other committee members, as well as CFO Vernese Edghill-Walden, with the ultimate goal of bringing it to Faculty Senate for review and endorsement.

To date the SJC's focus has been on faculty outcomes. Is there need going forward to expand the committee's focus to include student outcomes? Student outcomes and student success are certainly most important.

Is student data available? Yes; contacts include: Sol Jensen, Vice President for Enrollment Management, Marketing and Communications; Jeff Reynolds, Institutional Research Data Coordinator; Omar Ghrayeb, Senior Vice Provost. The [Strategic Enrollment Plan](#) 2.0 includes information on this topic.

What are the priorities for the SJC as it approaches the beginning of its third year? What issues are within the SJC's ability to create positive change? What issues are within the SJC's purview? Should the SJC's work continue to be guided by the prioritized recommendations, or are there new issues on which the committee's attention should focus?

X. **ADJOURNMENT**

F. Bohanon moved to adjourn, seconded by **B. Creed**.

Meeting adjourned at 4:05 p.m.