

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.