

## MINUTES

### FACULTY SENATE – SOCIAL JUSTICE COMMITTEE

Wednesday, April 12, 2023, 3 p.m.

Altgeld Hall 125

Northern Illinois University

DeKalb, Illinois

**VOTING MEMBERS PRESENT:** Bohanon, Duffrin, Hu, Johnson, McConkie, McGowan, Montana (for Scanlon), Palese, Vahabzadeh, Valentiner

**VOTING MEMBERS ABSENT:** Books, Douglass, Scanlon

#### I. CALL TO ORDER

Faculty Senate (FS) Social Justice Committee (SJC) chair, **D. Valentiner**, called the meeting to order.

#### II. VERIFICATION OF QUORUM

A quorum was verified.

#### III. ADOPTION OF THE AGENDA

**B. McGowan** moved to adopt the agenda, seconded by **B. Palese**. Motion passed.

#### IV. APPROVAL OF THE MARCH 8, 2023, MINUTES

**B. Palese** moved to approve the minutes, seconded by **D. McConkie**. Motion passed.

#### V. PUBLIC COMMENT

#### VI. REPORTS FROM WORKING GROUPS

##### A. Academic Affairs – Xiaodan Hu

The group continues to review the tenure and promotion process, summarizing feedback from the college council conversations and preparing its proposal for FS Bylaws, Article 8 revisions. Simultaneously, discussions are ongoing with President Freeman and Provost Ingram regarding their input on Article 8 potential revisions. The working group will complete its own review, but it will also engage with the president and provost. Both parties understand that there is significant alignment but that more will be brought forward by the working group. The timeline is complicated

by several factors, including the development of resources to support the request that colleges regularly review their tenure and promotion process. The immediate next step will be collaboration with the Faculty Senate Personnel Committee.

B. Diversity, Equity and Inclusion – Natasha Johnson

1. DEI Fest Revised Draft Proposal

The committee reviewed and discussed the updated proposal. The working group will refine the proposal further based on today's discussion. President Ingram has suggested that the final proposal be submitted to her office and to the Council of Deans for their partnership in shaping the final structure. Once the proposal is submitted to Provost Ingram, a meeting can be set for further discussion between the provost and the working group.

C. Institutional Racism – Beth McGowan

- Work continues on the formation of a book discussion group to be launched in the fall 2023 semester. The plan is for multiple small groups of 5-7 participants as a start.
- Conversations with the Bursar's Office are ongoing regarding confusion over the textbook purchasing period.
- Research is ongoing regarding the issue of students not having funds to pay for NIU-required vaccinations.
- Conversations with Crossroads are ongoing regarding the provision of DEI training.
- Work continues to solicit contributions to a resource library via Sharepoint.

**VII. ITEMS FOR FS-SOCIAL JUSTICE COMMITTEE CONSIDERATION**

- It was determined that, while the working groups could benefit from summer support, there is no capacity, at this time, to oversee that support.
- There was consensus to change the May 10 meeting date to Monday, May 15, 1 p.m. The location will remain the same, Altgeld Hall 125.
- Each working group is asked to submit a brief summary/transition report to **D. Valentin** by May 5. These reports should include a focus on what has been accomplished and what work remains relative to the prioritized recommendations. **D. Valentin** will combine those reports and submit one merged document to **P. Erickson** by May 9. Agenda packets for the May 15 meeting will be posted and distributed on May 10.

- Members are invited to review the article: [Cohen, Michael D., James G. March, and Johan P. Olsen. "A garbage can model of organizational choice." \*Administrative science quarterly\* \(1972\): 1-25.](#) and come prepared to discuss at the May 15 meeting.
- Working groups might want to consider reaching out to Chief Engagement Officer Rena Cotsones and the Centering Engagement, Driving Impact Task Force to share information on the work being accomplished on the FSSJC.

**VIII. UNFINISHED BUSINESS**

**IX. NEW BUSINESS**

**X. ADJOURNMENT**

**B. Palese** moved to adjourn, seconded by **F. Bohanon**. Motion passed.

Meeting adjourned at 4:15 p.m.