

**PUBLIC NOTICE AND AGENDA**

**FACULTY SENATE – SOCIAL JUSTICE COMMITTEE**

**Wednesday, Sept. 14, 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 MAY 11, 2022, MINUTES – Pages 3-5**

**V. PUBLIC COMMENT**

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

**VII. UNFINISHED BUSINESS**

**A. Discussion of five prioritized goals:**

1. University support for the work of the FS-Social Justice Committee.
2. Work with administration to increase hiring of BIPOC faculty in the next five years.
3. Develop a unified policy document addressing faculty tenure and promotion.
4. Develop a five-year university-wide diversity, equity and inclusion strategic plan process.
5. Work with colleges and departments to decolonize curricula.

**VIII. NEW BUSINESS**

**A. Future work of the FS Social Justice Committee**

**B. FS Social Justice Committee’s relationship with the Office of Academic Diversity, Equity and Inclusion, as well as other stakeholder groups on campus**

**C. Information for the university website – Page 6**

**IX. REPORTS**

- A. Academic Affairs – Xiaodan Hu
- B. Diversity, Equity and Inclusion – Natasha Johnson
- C. Institutional Racism – Beth McGowan

**X. ADJOURNMENT**

## MINUTES

### FACULTY SENATE – SOCIAL JUSTICE COMMITTEE

Wednesday, May 11, 2022, 3 p.m.

Altgeld Hall 125

Northern Illinois University

DeKalb, Illinois

**VOTING MEMBERS PRESENT:** Bohanon, Books, Chomentowski (for Creed), Johnson, Maki, McConkie, Montana, Montgomery, Palese (for Fredericks), Vahabzadeh, Valentinier (for McGowan)

**VOTING MEMBERS ABSENT:** Collins, Creed, Fredericks, McGowan

**OTHERS ABSENT:** Hu, Staikidis

#### I. CALL TO ORDER

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

#### II. VERIFICATION OF QUORUM

A quorum was verified.

#### III. ADOPTION OF THE AGENDA

**S. Vahabzadeh** moved to adopt the agenda, seconded by **D. Valentinier**. Motion passed.

#### IV. APPROVAL OF THE APRIL 13, 2022, MINUTES – Pages 3-5

**F. Bohanon** moved to approve the minutes, seconded by **N. Johnson**. Motion passed.

#### V. PUBLIC COMMENT

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

## VII. UNFINISHED BUSINESS

Prioritized Recommendation #1: Support for the FS-Social Justice Committee (SJC)

- A. Review plans for implementation of the university support for the FS-SJC summer work:
  - 1. Workflow, logistical coordination and mode of communication:
    - a. Faculty fellows-graduate assistants' internal work schedule
    - b. Research assistants' weekly check-ins with graduate assistants
    - c. Faculty fellows-graduate assistants group meetings
    - d. Faculty fellows-graduate assistants group on Teams for conversation and file sharing
    - e. Informational session for faculty fellows-graduate assistants Friday, May 13, 10-10:45 a.m.
  - 2. Achievements and deliverables
  - 3. Progress and final report due September 1 to Provost Ingram

Members discussed a variety of logistics related to the SJC summer work. It was suggested that the graduate assistants be invited to report to the SJC and Provost Ingram in the fall regarding their learning experience.

## VIII. NEW BUSINESS

## IX. REPORTS

AY 2021-22 working group written reports due by September 1.

This report, which will be submitted to Provost Ingram, also will inform SJC's goals for the 2022-23 academic year.

- A. Academic Affairs – Ben Creed

**I. Montana** reported on behalf of **B. Creed**. The working group (WG) has participated in a series of meetings with college councils across campus to discuss tenure/promotion policies. Over the summer, the remaining steps to accomplish the working group's goal relative to NIU tenure/promotion policies will be established.

- B. Diversity, Equity and Inclusion – Elisa Fredericks – no report

C. Institutional Racism – Beth McGowan

**D. Valentin** reported on behalf of **B. McGowan**. The WG continues its work on several items, including:

- Developing a draft resolution in support of anti-racism efforts at NIU.
- Developing a framework for addressing institutional racism at NIU, including review of AQ and FACCE (Faculty Academic Cultural Competence and Equity) options, as well a review of A Framework for Advancing Anti-Racism Strategy on Campus, provided by the National Association of Diversity Officers in Higher education.
- Consideration for how progress can be assessed.
- Establishing a resource repository.
- Awaiting provost’s response regarding commitment to fund Crossroads training.

X. **ADJOURNMENT**

**D. Valentin** moved to adjourn, seconded by **P. Chomentowski**. Motion passed.

Meeting adjourned at 3:50 p.m.

**From:** Michaela Holtz <[mholtz@niu.edu](mailto:mholtz@niu.edu)>  
**Sent:** Thursday, August 25, 2022 2:33 PM  
**To:** Ismael Montana <[montana@niu.edu](mailto:montana@niu.edu)>  
**Subject:** NIU's Working Together for Racial and Social Justice, Equity and Inclusion website UPDATES

Dear Ismael,

As you may know, in FY21, NIU created one [website](#) that links to the DEI goals/current and/or in progress activities at the institution. Many of these items might be reported in other places, however, in aligning with our university goals, we created one place that allows individuals to find what various divisions and colleges are engaged in. We have reviewed the website and identified places below that appear to need updating from your college/division. Would you share this with the appropriate individuals to help us update this information asap? If you have additional items to add, please feel free to send those at this time as well.

Academic Excellence	<a href="#">Examining Curricula thru Anti-racist...</a>	Faculty Senate	"committee formed in 2020" - need update on progress
Huskies Advancing Change	<a href="#">Campus Groups</a>	Faculty Senate Social Justice Committee	"-has 12 members and three subcommittees.."- Any update on these numbers?

If you have any questions, I am happy to answer them.

Thank you,

**Michaela Holtz**  
 President Staff Fellow | Pronouns: she, her, hers  
 NIU COVID-19 Response Team

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