

MINUTES

FACULTY SENATE – SOCIAL JUSTICE COMMITTEE

Wednesday, Sept. 14, 2022, 3 p.m.

Altgeld Hall 125

Northern Illinois University

DeKalb, Illinois

VOTING MEMBERS PRESENT: Barrett, Douglass, Hu, Johnson, Palese, Penkrot (for Books), Scanlon, Vahabzadeh, Valentiner

VOTING MEMBERS ABSENT: Books, Bohanon, McGowan

OTHERS PRESENT: Montana, Morris

I. CALL TO ORDER

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

II. VERIFICATION OF QUORUM

A quorum was verified.

III. ADOPTION OF THE AGENDA

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

IV. APPROVAL OF THE MAY 11, 2022, MINUTES – Pages 3-5

N. Johnson moved to approve the minutes, seconded by **B. Palese**. Motion passed.

V. PUBLIC COMMENT

VI. ITEMS FOR FS-SOCIAL JUSTICE COMMITTEE CONSIDERATION

VII. UNFINISHED BUSINESS

A brief SJC history was provided, including reference to the Draft Report submitted to Faculty Senate in Spring 2021 and the five prioritized goals of the committee. The SJC works in partnership with the Office of Academic Diversity, Equity and Inclusion (ADEI), and the hope is that the work being pursued by other stakeholders across the university can be coordinated to avoid overlap and to ensure that everyone is working toward student success.

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.

Discussion on the prioritized goals included the following points:

- The Office of the Provost responded to the SJC's request for funding to support four summer faculty fellows and four summer graduate assistants, so that the work of the SJC could carry on.
- SJC representatives have met with nearly all the college councils across campus to lead a discussion, and receive feedback, on the question: Are you ready to make changes to the tenure and promotion process with equity in mind? An action plan was developed over the summer with the intent to bring forward proposed amendments to the related Faculty Senate Bylaws.
- The SJC is not currently on the same page with administration regarding training. The SJC advocated using Crossroads, but ADEI expressed a preference for a framework co-authored by Chief Diversity Officer (CDO) Vernese Edghill-Walden. Further conversation on this topic is a priority.
- This is the work of the faculty. Consideration should be given to bringing resolutions forward for Faculty Senate action.
- ADEI has hired Joe Flynn to serve as executive director of equity and inclusion, and as a liaison to departments.
- Community of Practice – what is the status of this effort to coordinate the work of stakeholders across campus?
- What metrics can be implemented to help the SJC determine progress or when a goal has been satisfactorily met? Focusing a spotlight on the outcomes could be helpful in this judgment process.
- Access to data is an ongoing struggle as research and benchmarking work continues.

VIII. NEW BUSINESS

A. Future work of the FS Social Justice Committee

Based on the previous discussion related to prioritized goals, what are the committee's concrete goals for 2022-23? There was consensus that this topic be brought back for further discussion at the October meeting.

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

How can the SJC inform the ADEI plan? Is there capacity for an ADEI representative to attend SJC meetings? **D. Valentiner** will pursue a meeting with CDO Edghill-Walden to pursue these questions.

C. Information for the university website – Page 6

Working group leaders were asked to prepare a brief (1-4 sentences) update on their SJC work. In addition, links to the SJC agendas, minutes, membership roster, as well as the multi-faceted charge to the committee and working groups, will be provided.

IX. REPORTS (next time call this REPORTS FROM WORKING GROUPS)

It was determined that the above discussion on prioritized goals sufficed for working group reports.

A. Academic Affairs – Xiaodan Hu

B. Diversity, Equity and Inclusion – Natasha Johnson

C. Institutional Racism – Beth McGowan

X. ADJOURNMENT

N. Johnson moved to adjourn, seconded by **B. Palese**. Motion passed.

Meeting adjourned at 4:22 p.m.