

## MINUTES

### FACULTY SENATE – SOCIAL JUSTICE COMMITTEE

Wednesday, April 10, 2024, 3 p.m.

Altgeld Hall 125

Northern Illinois University

DeKalb, Illinois

**VOTING MEMBERS PRESENT:** Arado, Atkins, Barrett, Bohanon, Books, English, Johnson, McGowan, Nyunt, Palese, Vahabzadeh

**VOTING MEMBERS ABSENT:** Scanlon

**OTHERS PRESENT:** Creed, Diggs, Flynn, Valentiner

#### I. CALL TO ORDER

Faculty Senate (FS) President **B. Creed** called the meeting to order.

#### II. VERIFICATION OF QUORUM

A quorum was verified.

#### III. ADOPTION OF THE AGENDA

**T. Atkins** moved to adopt the agenda, seconded by **F. Bohanon**. Motion passed.

#### IV. APPROVAL OF THE MARCH 6, 2024, MINUTES

**B. Palese** moved to approve the minutes, seconded by **T. Arado**. Motion passed.

#### V. PUBLIC COMMENT

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

- A. Status report on recommendations in [FS Ad Hoc SJC Draft Report Executive Summary](#)  
Ben Creed, FS President

**B. Creed** reported, and led discussion, on an overview of progress to date related to the ad hoc committee's original recommendations, as well as the five prioritized recommendations.

### Original Recommendations

1. FS should create a standing FS Social Justice Committee (SJC) – Completed.
2. FS should institute an ongoing critical process to examine the domains of the university, recognize those that reproduce traditional oppression and then dismantle them – This work is discharged through FSSJC and is ongoing. Although not implicated in the recommendation, senior administration has engaged in related work outside of the FSSJC.
3. The administration should facilitate the development of new kinds of data and new analyses of data to better understand how institutional racism functions at NIU. These new data sets and approaches should support the work of the FSSJC – Committee members/attendees discussed varying perspectives on data access.
4. FS should work with the administration to set measurable goals toward the alignment of faculty diversity with student body diversity. – No progress to date. (Recommendation was later de-prioritized.)
5. FS should work with the administration to create a unified policy document which addresses faculty hiring, tenure and promotion, aligns each component with the others and with university goals, and embeds equity and social justice principles throughout. – No progress on unified policy document; some progress on hiring process; significant progress on tenure and promotion.
6. FS should work with the administration to develop university-wide principles of inclusivity which encompass NIU's ideals reflecting a culture of belonging, a sense of value, respect, acceptance and encouragement by the entire Huskie community – Some progress made with FS and administration, but not in collaboration with FSSJC. Committee members/attendees discussed several related topics including the United Faculty Alliance anti-racism task force, the NIU anti-racism statement status, DEI Fest and the potential to collaborate with Real Talk Conference stakeholder groups.
7. The administration should establish a five-year diversity, equity and inclusion (DEI) strategic plan process – Minor progress made, but diverges from stand-alone 5-yr DEI strategic plan.
8. The administration should develop a one-page statement of DEI to be distributed and posted at NIU workspaces – Decision made to not develop one, but related efforts are ongoing.

### Five Prioritized Recommendations

1. Ongoing university support for the FSSJC – Completed. Funding was made available through the Provost’s Office to support summer 2022 work, including three faculty members and four graduate assistants. No subsequent funding requests were made.
2. Establish a DEI strategic plan – No substantive progress achieved in stand-alone DEI strategic plan, but DEI embedded in NIU strategic planning and in IBHE Equity Plan Framework. Committee members/attendees expressed interest in hearing more about Shared Equity Leadership (Provost Elish-Piper and CDO Sumner presented to FSSJC on this topic in the fall 2023 semester). B. Creed suggested that FSSJC take steps to schedule this information to be presented to FS.
3. Update faculty tenure and promotion policies – Completed.
4. Increase BIPOC faculty hiring – Partially completed. Changes to hiring processes include recommendations from FSSJC. Committee members/attendees discussed the value of data access, as well as the importance of a retention plan.
5. Decolonizing curricula – No substantive progress to date.

### **VII. NEW BUSINESS**

### **VIII. UNFINISHED BUSINESS**

- A. Updates to proposed amendment to Faculty Senate Bylaws  
Article 3.5, Social Justice Committee  
Ben Creed, FS President

**C. English** moved to approve this amendment proposal to go forward to Faculty Senate for a second reading and vote, as updated per first reading feedback, seconded by **B. Palese**.

Based on first reading feedback, the proposed language has been re-worked to provide greater clarity.

Motion passed.

- B. Continued discussion of priorities for 2024-25 focus

Two items were presented to members for consideration and feedback before the next meeting:

1. Strategic Enrollment Management is seeking FSSJC advice on effective ways to solicit information from faculty regarding barriers they face.
2. Now that the tenure and promotion policies have been updated, **B. Creed** is seeking input for the creation of a starting questions type document. Committee members were invited to reach out if they are willing to collaborate on this project.

Committee members considered [options for 2024-25](#), including three general approaches:

1. FSSJC serves as a coordinating body, using the shared leadership model to convene the appropriate stakeholders on a given topic and engage the appropriate university body to follow through, or
2. FSSJC coordinates as more of a high-level planning body by members volunteering to participate in other stakeholder groups, such as presidential commissions; Truth, Racial Healing & Transformation Center (TRHTC) Team; and others, and reports back to FSSJC to identify when collaborating opportunities exist or FS should take action, or
3. FSSJC selects two or three projects from [the chart presented](#) and makes those its priority projects for 2024-25.

## **IX. ADJOURNMENT**

**F. Bohanon** moved to adjourn, seconded by **N. Johnson**. Motion passed.

Meeting adjourned at 4:40 p.m.