

## MINUTES

### FACULTY SENATE – SOCIAL JUSTICE COMMITTEE

Wednesday, May 8, 2024, 3 p.m.

Altgeld Hall 125

Northern Illinois University

DeKalb, Illinois

**VOTING MEMBERS PRESENT:** Arado, Barrett, Books, Johnson, McGowan, Nyunt, Palese, Vahabzadeh, Valentiner (for Atkins)

**VOTING MEMBERS ABSENT:** Atkins, Bohanon, English, Scanlon

**OTHERS PRESENT:** Creed, Elish-Piper, Flynn

#### I. CALL TO ORDER

Faculty Senate (FS) President **B. Creed** called the meeting to order at 3:03 p.m.

#### II. VERIFICATION OF QUORUM

A quorum was established.

#### III. ADOPTION OF THE AGENDA

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

#### IV. APPROVAL OF THE APRIL 10, 2024, MINUTES

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

#### V. PUBLIC COMMENT

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

#### VII. NEW BUSINESS

#### VIII. UNFINISHED BUSINESS

- A. Progress report on activities related to the initial and subsequent prioritized recommendations  
Ben Creed, FS President

Discussion included the following points:

- Transition in leadership and committee membership from year to year can weaken faculty participation in ongoing dialogue and progress toward goals. Throughout the 2023-24 academic year, the FS Social Justice Committee (SJC) has focused on assessing progress toward stated goals in order to ensure continuity through transition going forward. This progress report summarizes those efforts.
- Progress on the recommendation of a Diversity, Equity and Inclusion (DEI) Strategic Plan was noted, although the strategy has evolved from a stand-alone plan to a model in which DEI principles are embedded throughout the university, and in which DEI becomes a guiding principle of all strategic thinking at NIU.
- The FSSJC working model could evolve from one in which FSSJC members do all the work exclusively, to a model in which FSSJC members collaborate and/or liaise with other stakeholders across campus on common goals, and acknowledge that we are partners, not competitors, in the work.
- Discussion about presentations and overviews shared about what is within the purview of FS and what is not, as well as where FS can participate, learn and impact change.
- A timeline for each FSSJC goal can help ensure that everyone stays on track and the work moves forward, even through leadership and/or membership transition.

**T. Arado** moved to adopt the report for submission to Faculty Senate as the FSSJC year-end report, seconded by G. Nyunt. Motion passed.

**B. Tenure and promotion self-reflection questions**

Discussion included the following points:

- The draft set of questions will be refined based on stakeholder feedback, and the final draft will be submitted to the FS Personnel Committee (FSPC). The FSPC will review and share a final version with the colleges.
- In Scholarship, Research and Artistry, as well as Teaching and Learning, how do we also “value” transdisciplinary work? Suggestion that the term, “support” be enhanced to include “support, value, recognize.”
- Service also plays an important role and should be represented in the document. It was noted that in at least one department, the service cap is being removed.

C. Continued discussion of priorities for 2024-25 focus

Discussion included the following points:

- FSSJC members have been nominated as possible volunteers to participate in the NIU Truth, Racial Healing and Transformation Campus Center's (TRHTCC) Real Talk Conference Planning Committee. The group will meet periodically over the summer and early fall semester with potential for virtual attendance. Participation on the planning committee can align with the spirit of the FSSJC's recommended goal related to DEI Fest. Additionally, faculty are encouraged to participate in the GIVE Circles during the Real Talk Conference and submit presentations for the conference.
- FSSJC members were encouraged to volunteer to serve on any of NIU's presidential commissions as another pathway for collaboration on common goals.
- Committee members considered three general approaches to carrying out its work in 2024-25:
  - Shared leadership model – FSSJC serves as a organizing body to convene appropriate stakeholders on a given topic and engage appropriate university bodies to follow through. This approach is more action-oriented, but the tasks extend beyond the FSSJC.
  - Coordinating model – FSSJC serves as a high-level planning body with its members deploying to other stakeholder groups such as the presidential commissions, TRHTCC, etc. and bringing updates back to the FSSJC. This approach is a more passive coordination and linking of efforts.
  - Project-based model – The FSSJC identifies a couple key projects and creates a strategic plan to achieve the goal. This approach is more action oriented, but the tasks do not extend beyond the FSSJC.
- Interest was expressed in initiating a dialogue aimed at achieving a common understanding. ADEI would have interest in supporting this project. It was noted that such a project could fit into either the shared leadership model or project model for 2024-25.

**IX. ADJOURNMENT**

**B. Palese** moved to adjourn, seconded by **T. Arado**. Motion passed.

Meeting adjourned at 4:26 p.m.