

MINUTES

FACULTY SENATE – SOCIAL JUSTICE COMMITTEE

Wednesday, Oct. 18, 2023, 3 p.m.

Altgeld Hall 125

Northern Illinois University

DeKalb, Illinois

VOTING MEMBERS PRESENT: Arado, Atkins, Barrett, Bohanon, Books, Johnson, McGowan, Nyunt, Scanlon, Vahedian

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

I. CALL TO ORDER

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

II. VERIFICATION OF QUORUM

A quorum was verified.

III. ADOPTION OF THE AGENDA

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

IV. APPROVAL OF THE SEPTEMBER 20, 2023, MINUTES

T. Arado moved to approve the minutes, seconded by **G. Nyunt**. Motion passed.

V. PUBLIC COMMENT

VI. ITEMS FOR FS-SOCIAL JUSTICE COMMITTEE CONSIDERATION

A. Update on Shared Equity Leadership Within Strategic Enrollment Management 2.0

Shared equity leadership (SEL) at NIU is designed to be an approach or a practice embedded within all units and efforts being pursued campuswide. Coordination is centralized through a core group consisting of NIU's chief diversity officer; provost; vice president for student affairs; and vice president for enrollment management, marketing and communications. The core group seeks to aid in reaching a shared understanding of equity goals university-wide and is supported in that effort through six ad hoc working groups, each with an administrative representative and a faculty representative serving as co-leaders, as well as other stakeholders who bring specific

expertise to each working group and their subgroups. This SEL model is being applied to NIU's Strategic Enrollment Management 2.0 (SEM). Currently, each working group is reviewing and prioritizing its assigned goal areas, establishing timelines and developing key outcomes.

Feedback included the following points:

- Preference was expressed for a more collaborative partnership with administration, particularly relative to the Ad Hoc Social Justice Committee's prioritized recommendations. Response included the assurance that the spirit of those recommendations are, indeed, embedded into the model and particularly into the work of the faculty academic experience working group. It was also noted that SEL provides for the SJC's work, such as the tenure and promotion project, to be embedded within the model.
- Is there a plan to move toward a five-year strategic plan?
- SEL is a part of SEM, but SEL resides in other places, as well; SEL is an approach, or a philosophy, intended to be embedded into all of the efforts being pursued university-wide.
- How does the SJC interact, influence or relate to the core group and the six working groups? What about the faculty voice in the core group? **L. Elish-Piper** will bring this concern to the core group. Also, **L. Elish-Piper** and **C. Sumner** will present to the SJC in December and/or February in an effort to continue interfacing between the SJC and the SEM 2.0 core group. Additionally, SJC members and others are invited to express their interest in joining a working group or one of the subgroups.
- What work is within the domain of the SJC and FS, that can impact the broader university work (example is the tenure and promotion process codified in the FS Bylaws)?

VII. UPDATES ON ONGOING WORK

A. Academic Affairs – Sheila Barrett

Clarity is sought on next steps for this ongoing work; **B. Creed** will provide an update with particular focus on proposed revisions to the tenure and promotion procedures, and the ongoing proposal review by the Faculty Senate Personnel Committee relative to clinical/research faculty.

B. Diversity, Equity and Inclusion – Natasha Johnson

Progress has been made with regard to data access, and a report to the SJC is anticipated during the spring semester.

A refined DEI Fest proposal is anticipated to be brought forward in the spring semester and will include details of support from additional campus units.

C. Institutional Racism – Vicky Books

The scope of work is broad, and there is likely overlap with the efforts being undertaken by the SEL core group and working groups. It might be beneficial to liaise with these groups for clarity.

The ONE READ activity is ongoing featuring the book titled It's Not Free Speech: Race, Democracy, and the Future of Academic Freedom. Related to this topic, the FS Faculty Rights and Responsibilities Committee (FRR) will be charged with reviewing academic freedom and has been made aware of the book and related conversations.

VIII. UNFINISHED BUSINESS

A. Continued discussion of work plans for 2023-24

Discussion covered in ongoing work reports.

B. Continued discussion of priorities

Discussion included the following points for consideration as next priorities:

- The five prioritized recommendations from the Ad Hoc SJC draft report;
- FS Bylaws and NIU Constitution and Bylaws review for inclusive language;
- Does the SJC have a role in NIU emerging as a Hispanic serving institution? And how will faculty be impacted?
- Other -isms, beyond racism, such as classism; also other students in at-risk categories other than race, such as first-generation, LGTBQ+; the international student experience;
- As the SJC's re-prioritizes its ongoing work, is it time to re-think the current ongoing work categories to better reflect that re-prioritization? Would institutional racism more clearly be reflected as institutional barriers?
- Developing a shared understanding of institutional racism;
- Developing a shared understanding of academic freedom.

IX. NEW BUSINESS

A. Faculty Senate Bylaws, Article 3.5, Social Justice Committee

SJC members were asked to consider suggestions for amendments to FS Bylaws, Article 3.5 for future discussion at the December SJC meeting.

3.5.1 Composition

The membership of the committee shall be Faculty Senate members appointed by the president of the Faculty Senate and approved by the Faculty Senate. One ~~faculty senator~~ tenured/tenure-track faculty member will be appointed to the committee to represent each of the Colleges of Business, Education, Engineering and Engineering

Technology, Health and Human Sciences, Liberal Arts and Sciences and Visual and Performing Arts, as well as University Libraries and the College of Law. A committee chair will be appointed from the tenured and tenure track faculty members. In addition, one student, one instructor, one operating staff member and one supportive professional staff member serving on Faculty Senate will also be appointed.

3.5.2 Duties

3.5.2.1 Identify the intersection structures contributing to racism, sexism, classism, ageism, transphobia, homophobia and ableism at NIU, particularly within policies, procedures and practices; and create strategic plans and take actions to correct them with the approval of Faculty Senate operating within appropriate shared governance procedures. Evaluate progress on an annual basis with penultimate summative reviews every five years.

X. ADJOURNMENT

A. Vahedian moved to adjourn, seconded by **B. McGowan**. Motion passed.

Meeting adjourned at 4:20 p.m.