MINUTES – FS SOCIAL JUSTICE COMMITTEE

**Wednesday, April 9, 2025, 3 p.m.**

**Altgeld Hall 125**

**Northern Illinois University**

**DeKalb, Illinois**

**VOTING MEMBERS PRESENT:** Alex, Bohanon, Liberty, McGowan, Palese, Salimi, Staikidis, Stalcup, Vahabzadeh

**VOTING MEMBERS ABSENT:** Atkins, Corpuz

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

**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**

**B. McGowan** moved to adopt the agenda, seconded by **N. Salimi.** Motion passed.

**IV. Approval of the March 5, 2025, Minutes**

**S. Stalcup** moved to approve the minutes, seconded by **K. Staikidis.** Motion passed.

**V. Public Comment**

**VI. Items for FS Social Justice Committee Consideration**

**VII. Unfinished Business**  
A. Learning from faculty about systemic issues – update

Ben Creed, FS President

Discussion included these points:

* Four New-to-NIU Faculty Forums have been scheduled. Replies so far include 30 yes and 30 tentative responses.
* Various options/approaches for analyzing the feedback received from the forums were discussed.
* Pros and cons of creating/distributing a survey to the New-to-NIU group before the end of the spring semester. Concerns include whether the distribution of a spring survey might diminish the response rates for the planned fall 2025 climate survey. **C. Sumner** suggested that the spring New-to-NIU survey could also serve as a seeding for the more comprehensive climate survey to be distributed in the fall.
* **S. Sibley** and **B. McGowan** agreed to assist in reviewing and refining the existing topic stems for use in the spring survey.

B. Reviewing FS Bylaws for inclusive language – update

Ben Creed, FS President

Thank you to **K. Staikidis** and **S. Sibley** for reviewing the bylaws and providing recommendations for updating outdated language. **B. Creed** will share the information with the group at the May 7 meeting with the plan to bring an amendment proposal forward to FS next year.

**VIII. New Business**A. Developing topic calendar for FSSJC in AY 2025-26

For each FS standing committee, the goal is to identify a core set of topics, which align with the duties of each particular committee; and then use those core topics to build a calendar for next year’s work. A list of potential topics was shared to assist the members in considering options. That list will also be shared out to the members via email before the May 7 meeting.

The goal is to populate the 2025-26 FS Social Justice Committee meeting schedule with these core topics, and then use that schedule to plan for resource guests and discussion throughout the year. Members were asked to review the potential topics list, add other topics, and prioritize the topics so that the 2025-26 meeting schedule can be finalized at the May 7 meeting.

**IX. Adjournment**

**B. Palese** moved to adjourn, seconded by **N. Salimi.** Motion passed. Meeting adjourned at3:35 p.m.