MINUTES – FS SOCIAL JUSTICE COMMITTEE

**Wednesday, October 16, 2024, 3 p.m.**

**Altgeld Hall 125**

**Northern Illinois University**

**DeKalb, Illinois**

**VOTING MEMBERS PRESENT:** Alex, Atkins,Bohanon, Corpuz, Creed (for Chan), Palese, Salimi, Staikidis, Stalcup

**VOTING MEMBERS ABSENT:** Chan, McGowan, Vahabzadeh

**OTHERS PRESENT:** Naples,Sumner, Tovar

**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. Palese** moved to adopt the agenda, seconded by **K. Staikidis**. Motion passed.

**IV. Approval of the September 18, 2024, Minutes**

**T. Atkins** moved to approve minutes, seconded by **F. Bohanon**. Motion passed.

**V. Public Comment**

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

Unfinished business below.

**VII. Unfinished Business**

 A. Tenure and promotion self-assessment questions

 Ben Creed, FS President

Set of potential questions related to promotion and tenure self-assessment for academic units or colleges to use shared with FSSJC members. Feedback requested by end of October.

B. Discussion of priorities for 2024-25 focus

 Ben Creed, FS President

Two priorities shared by **B. Creed:** 1) learning from faculty about opportunities for improvement, barriers and challenges; 2) supporting equitable promotion and tenure (P&T) processes on campus.

Learning from faculty on campus: discussion focused on rhythm and routines for data collection, faculty as primary focus of work with connection/collaboration with other bodies on campus for coordination and reaching non-faculty groups (e.g. OSC and SPSC for staff, Student Affairs for students, presidential commissions, Graduate School, centers, etc.), and possible identities for focus. **V. Naples** shared concerns about ageism and age discrimination as an area for further conversation and investigation. Discussed also was methodology for collecting data (survey, focus groups, Delphi study, etc.), and development of instruments/questions (building off initial faculty focus group questions). Discussed aligning all efforts to broadly collect information in a way that allows for patterns to emerge across identities. It was agreed this will be the focus of the next FSSJC meeting.

Supporting equitable P&T processes on campus: discussion included how this may emerge after collecting the above data. This will remain a topic as opportunities for coordination with VP for Faculty Affairs emerge.

**VIII. New Business**

**IX. Adjournment**

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

Meeting adjourned at 4:10 p.m.