MINUTES – FS SOCIAL JUSTICE COMMITTEE

**Wednesday, December 11, 2024, 3 p.m.**

**Altgeld Hall 125**

**Northern Illinois University**

**DeKalb, Illinois**

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

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

**OTHERS PRESENT:** 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 established.

**III. Adoption of the Agenda**

**T. Atkins** moved to adopt the agenda, seconded by **B. McGowan**. Motion passed.

**IV. Approval of the October 14, 2024, Minutes**

**F. Bohanon** moved to adopt the agenda, seconded by **S. Stalcup**. Motion passed. **B. McGowan** abstained.

**V. Public Comment**

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

1. Update on new review of FS Bylaws related to Promotion and Tenure

Ben Creed, FS President

Discussion about the efforts of an FS working group focused on reviewing FS Bylaws related to promotion and tenure. The recommendations address topics which were highlighted last year during public deliberations and in other venues. The recommendations have been forwarded to the FS Steering Committee for consideration in alignment with the five-year review cycles in the FS Bylaws.

**VII. Unfinished Business**

A. Learning from faculty about systemic issues for addressing – methods, instrumentation, and implementation

Ben Creed, FS President

Conversation was continued about how to learn from faculty about the systemic, systematic issues preventing faculty success. It was decided to focus on learning from faculty who have been at NIU for three or fewer years and pre-tenure faculty members, with a focus on how systems, policies, procedures and practices could be improved in the supports and onboarding of faculty new to NIU. Methodology, instrumentation and timelines for the work were discussed.

**VIII. New Business**

A. Assessing interest in reviewing FS Bylaws for inclusive language

Ben Creed, FS President

Ask for volunteers to review FS Bylaws to produce recommendations to update current language for more inclusive language. Two individuals have been identified.

**IX. Adjournment**

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

Meeting adjourned at 4 p.m.