

## FACULTY SENATE AGENDA

**MARCH 2, 2021**

Join from PC, Mac, Linux, iOS or Android: <https://cccconfer.zoom.us/j/95388121546> Or iPhone one-tap (US Toll): +16699006833, or +12532158782,\* Or Telephone:Dial:+1 669 900 6833 (US Toll), +1 253 215 8782 (US Toll)

**MEETING ID: 953 8812 1546**

Nicole DeRose	President	2020-2021
Neil Watkins	Vice President/President Elect	2020-2021
Mark Gutierrez	Secretary/Treasurer	2020-2021
Angela Burk – Herrick	Curriculum Chair	2019-2021
Tracy Kocher	Business & Applied Technology	2020-2022
Karin Nelson	Business & Applied Technology	2020-2021
Daniel Bentum	Chino/Fontana	2020-2022
Manar Hijaz	Chino/Fontana	2019-2021
Lisa Doget	Health Sciences	2020-2022
Jayne Clark	Health Sciences	2019-2021
Christina Holdiness	Instructional Support	2020-2022
Mary Jane Ross	Instructional Support	2019-2021
Jeff Harlow	Kinesiology, Nutrition & Athletics	2020-2022
Vacant	Kinesiology, Nutrition & Athletics	2019-2021
Elizabeth “Liz” Encarnacion	Language Arts	2020-2022
Steve Shelton	Language Arts	2019-2021
Mark Gutierrez	Mathematics & Science	2020-2022
Nicole DeRose	Mathematics & Science	2019-2021
Dan Kern	Social & Behavioral Sciences	2020-2022
Angela Sadowski	Social & Behavioral Sciences	2019-2021
Jackie Boboye	Student Services	2020-2022
Jean Oh	Student Services	2019-2021
Vacant	Visual & Performing Arts	2020-2022
Patrick Aranda	Visual & Performing Arts	2019-2021
Tamari Jenkins	Senator-At-Large	2020-2023
Robin Witt	Senator-At-Large	2019-2022
Sarah Cotton	Senator-At-Large	2020-2021
Luke Gunderson	Adjunct Senator-At-Large	2020-2022
Gail Keith-Gibson	Adjunct Senator-At-Large	2019-2021
Alternates		
David Karp	Business & Applied Technology	2020-2021
Robert “Ian“ Jones	Chino/Fontana	2019-2021
Shelley Eckvahl	Health Sciences	2019-2021
Shelley Marcus	Instructional Support	2019-2021
Vacant	Kinesiology, Nutrition, & Athletics	2019-2021
Leona Fisher	Language Arts	2020-2022
Diana Cosand	Mathematics & Science	2019-2021
Sergio Gomez	Social & Behavioral Sciences	2020-2022
Donna Colondres	Student Services	2019-2021
Stan Hunter	Visual & Performing Arts	2019-2021
Stephen Villasenor	Adjunct Alternate Senator	2020-2021
Hope Ell	Classified Senate Liaison	2021

**Guests:**

Lissa Napoli, Administrative Assistant, Faculty Senate

**1. P.E. (12:30 P.M.)**

**2. CALL TO ORDER (12:38 P.M.)**

**2.1 Remote Attendee Identification**

**3. PUBLIC COMMENT (Reserved for Guests only and limited to two minutes.)**

**4. APPROVAL OF AGENDA**

**4.1 March 2, 2021**

**5. APPROVAL OF MINUTES**

- February 16, 2021
- February 23, 2021

**6. CONSENT AGENDA**

**6.1 Curriculum is asking that the Faculty Senate endorse the course modifications that Curriculum presented below:**

**1.1. PACKAGES:**

**CHILD DEVELOPMENT PACKAGE**

**Course Reactivations w/ DE:**

CDE-50	Administration of Child Development Programs
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**Program Modifications:**

Child Development	A.S.
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**NURSING ASSISTANT CREDIT PACKAGE**

**New Courses w/ DE:**

NURAST-405L	Nursing Assistant Skills Laboratory <i>Formally NURAST-405</i>
NURAST-415	Professional Development for the Nursing Assistant <i>Formally NURAST-450</i>

**Course Deactivations:**

NURAST-405	Nursing Assistant Skills Laboratory
NURAST-450	Professional Development for the Nursing Assistant

**Course Modifications w/ DE:**

NURAST-400	Nursing Assistant
NURAST-400L	Nursing Assistant Laboratory

**Program Modifications:**

Home Health Aide	Certificate of Career Preparation
Nursing Assistant	Certificate of Career Preparation

**NURSING ASSISTANT NONCREDIT PACKAGE**

**New Courses w/ DE:**

NURAST-600	Nursing Assistant
NURAST-600L	Nursing Assistant Laboratory
NURAST-605L	Nursing Skills Laboratory

**New Courses:**

NURAST-620	Home Health Aide
NURAST-620L	Home Health Aide Laboratory

**New Programs:**

Nursing Assistant	Certificate of Completion
Nursing Assistant/Home Health Aide	Certificate of Completion

## 1.1. NONPACKAGES:

### Course Modifications w/ DE:

<b>HIST-4</b>	History of Slavery
<b>HIST-19</b>	History of Ethnic Relations in the United States
<b>HIST-50</b>	African-American History I
<b>HIST-51</b>	African-American History II
<b>ID-27</b>	Computer Drafting & Design for Interiors
<b>THEATRE-35</b>	Musical Theatre Performance
<b>THEATRE-50</b>	Theatre Practicum - Rehearsal and Performance
<b>THEATRE-52</b>	Theatre Practicum - Technical Theatre in Production

### Program Modifications:

Administration of Justice	AS-T	Approval:
Geology	AS-T	Approval:
Interior Design	Certificate of Achievement	Approval:
Photography	A.A.	Approval:

## 6.2 Faculty representatives that have been requested to serve as follows:

**6.2.1** Faculty Tri-Chair, Accreditation Oversight Committee, Nicole DeRose, Biology, M&S

**6.2.2** New Portal Work Group

Nicole DeRose, President, Faculty Senate  
Angela Burk-Herrick, Curriculum Chair  
Melissa Sakoonphong, Guided Pathways/Counselor  
Steve Shelton, Communication Studies, LA  
Tracy Kocher, Computer Science, CIS  
Rose Ann Osmanian, Instructional Specialist, LSC

## 7. GUEST(S)/PRESENTATION(S) - None.

## 8. REPORTS

### 8.1 President

**8.1.1** See attached report

**8.1.2** Tenured Faculty: This year's tenured faculty members were approved by the board on February 25, 2021. Faculty Senate will postpone the Tenure Reception until it is safe to celebrate together on campus.

Congratulations! Newly-tenured faculty being honored this year are:

Stacey DeLaune, Language Arts  
Kathy Galipeau, Hospitality, Fashion, Interior & Culinary  
Robert "Ian" Jones, Language Arts  
Erik Kolb, Math & Science

Michelle Newsome, Counseling & Matriculation  
Anas “David” Nimri, Business & Applied Technology  
Jacob Peck, Counseling & Matriculation  
Laura Picklesimer, Language Arts  
Selene Pineda, Institutional Effectiveness & Intersegmental Partnerships  
Morgan Rea, Math & Science  
Pamela Valfur, Visual and Performing Arts  
Matthew Vincent, Social & Behavioral Sciences

## **8.2 Vice President/President Elect - Establishing Guidelines for Meeting Decorum**

## **8.3 Secretary/Treasurer**

### **8.3.1 [Scholarship Opportunity](#)**

Share with your students: [Scholarship Application](#)

**8.3.2 [2021 Spring Plenary Session - Virtual Event](#)**, Thursday, April 15 through Saturday, April 17. Early Registration Deadline: Monday, March 15 by 5:00 PM. \$275.00. If you register after 5:00 PM on March 15 the cost is \$350.00. *Click on the link for more information.*

**8.3.3 [2021 Faculty Leadership Institute - Virtual Event](#)**, Thursday, June 17 through Saturday, June 19. Early Registration Deadline: Monday, May 17 before 5pm is \$200.00. If you register after 5:00 PM on May 17 the cost is \$250.00.

## **8.4 Curriculum**

## **8.5 Faculty Hiring Practices Work Group - Up to 5 faculty will be selected**

## **9. UNFINISHED BUSINESS**

## **10. NEW BUSINESS**

**10.1 Discussion Item:** Follow up on the FS Resolution 2/23

**10.2 Action Item:** BP/AP Faculty Senate Review and Reporting Timeline.

BP & AP Faculty Senate First Reading and Sunshining of Board Policies (BP) and Administrative Procedures (AP) Under Consideration. Faculty Senate to complete review and provide feedback. The Board Policies and Administrative Procedures under consideration can be found here:

[Items Under Consideration | Policies and Procedures | Chaffey College](#)

**10.2.1 Action Item:** BP/AP Review Reporting for March 2, 2021

- BP & AP 4231 Grade Changes, Tamari Jenkins
- BP & AP 4240 Academic Renewal, Liz Encarnacion

**10.3 Action Item:** LGBTQIA+ Inclusivity Statement workgroup: Resolution and Update - Robin Witt

**10.4 Discussion Item:** Message of support for students - Plan to bring ideas about ways faculty and Faculty Senate can communicate support for students.

## **11. ANNOUNCEMENTS**

### **11.1 Academic Senate for California Community Colleges (ASCCC) Information**

**11.1.1 [Area D Meeting](#)** - Virtual Event, Saturday, March 27, 2021, 10:00am - 3:30pm. Zoom Meeting for more information click on link. Spring 2021 Meeting Documents Coming Soon! The site currently has the fall 2020 meeting documents attached. If you have any questions, please email LaTonya Parker- [latonya.parker@mvc.edu](mailto:latonya.parker@mvc.edu)

## **12. FLOOR ITEMS**

## **13. ADJOURNMENT (1:55 P.M.)**

**The next Faculty Senate meeting is scheduled for Tuesday, March 9, 2021.**

## **President's Report for February 23, 2021**

### **Commencement**

The 2021 Commencement will be held virtually on May 20, 2021 at 4 pm (via YouTube). Graduate photos will be taken for inclusion in the virtual ceremony. All speakers will be pre-recorded. Graduate names will be read by name readers and recorded. The virtual commencement will be assembled by a professional company called Full Measure. Grad Fest will be held on Wednesday April 14, 2021 at the Rancho Campus (only). Information about deadlines can be found here:

<https://www.chaffey.edu/admissions/grad-info.php>

### **President's Cabinet Items**

- Tenure Recommendations
  - Twelve faculty names will be forwarded to the Governing Board for tenure at the February board meeting.
- Plan for CARES Act Funds
  - The college is preparing to receive a fifth round of CARES Act funds and must spend all funds provided from the previous distribution by April 1.
  - Funds are being spent on student support items such as, but not limited to, Chromebooks, cameras, professional workshops, and PPE.
  - Additionally, the college has opted to use CARES Act funds to support students that have dependent children.
  - This support is being offered retroactively to Spring 2020 when COVID-19 impacted instruction.
  - If there is something that the community needs during this time that is COVID related, let a dean or VP know.
- Switchboard/Ocelot/Manager on Duty
  - Efforts have been made in three areas to provide more timely access to students.
  - The switchboard became operational before classes started, and incoming calls are being routed to known staffed lines.
  - The automated assistant Ocelot has two components – one that attempts to answer questions via a database (bot) and if those questions cannot be answered, the questions are being directed to a live person, a staff member, to answer those questions.
  - A manager on duty option is being implemented and signage will be implemented to direct students to physical locations on campus where people are there and available to help.
- BP & AP update
  - The following BPs &/or Aps were approved: BP/AP 4010, BP/AP 4110 & AP 4235.
  - The APs will be updated on the webpage, and the BPs for 4010 and 4110 will go to the Governing Board for review and approval.
  - Once approved, the webpage will be updated with the current BPs for 4010 and 4110.
- RAC Approvals
  - President's Cabinet approved the purchase of a new software system to improve grant tracking, grant alignment, funding sources, tracking of post award management, and reporting.
- Classified Appreciation Week is during March 15-19 (Spring Break).
- Accreditation News
  - ACCJC accepted our mid-term report. The next accreditation visit will be in 2023. Over the next couple of years the college will examine the self-evaluation, prepare for the visit, and address any standards that need to be addressed in preparation for the visit.



# Faculty Senate – Best Practices for Meeting Decorum - DRAFT

## (1) Tone & Language for All Attendees

- Mute your microphone.
- Be professional and courteous.
- Don't be inflammatory or inconsiderate.
- Consider how your comments will be received.
- Focus on issues and facts, not personalities, not the person (in or out of the room).

## (2) ASCCC Guidelines

- basic motions:

[https://www.asccc.org/sites/default/files/basicmotions%20fifth\\_0.pdf](https://www.asccc.org/sites/default/files/basicmotions%20fifth_0.pdf)

- general tips for meeting process:

<https://www.asccc.org/sites/default/files/meeting%20process%20second.pdf>

## (3) Specific Guidelines for Guests

- Decorum should be observed regardless of position or status of visiting guests.
- Guidelines shall be applied consistently to all guests.

- public comments time vs. rest of meeting ????

- possibly add public comments / discussion time at end of meeting ????

## (4) Reminders for Senators

- Senators are representatives and should solicit input from constituents.
- Read agenda and packet before the meeting.
- Be on time; we will start on time.
- Request to be acknowledged; raise hand.
- Be mindful when speaking:
  - Prep your comments.
  - Be concise.
  - Consider time.
  - Think about how people will receive your comment.
- Meeting ends at 1:50 p.m.



#### (5) Chat Protocol

- reserve for *extraneous* items (arriving late, leaving early, clarifications)
- disclaimer needed
- reserved for Senators only ????
- public record ????
  - (even if never shared with campus)
  - One of many sources of info
  - Enters public record only if item becomes discussed orally?
- who monitors ????
- renaming as “questions” ????
- private chats for individual messages ????
- ~~- block private chats??~~
- ~~- private chat w/ Lissa to announce late arrival / early departure~~

#### (6) Other Longer Term Considerations

- need to update bylaws ????
- possibly need parliamentary ????
- need to do a training meeting ????

#### (7) Alternatives to *Robert’s Rules of Order*:

<https://socialistcall.com/2019/11/05/roberts-rules-dsa-meetings-democracy/>

<http://libcom.org/library/how-hold-good-meeting-rustys-rules-order>

<http://www.legalcenterfornonprofits.org/2014/05/13/roberts-rules-not-needed/>

## Academic Senate For California Community Colleges Basic Motions Summary

- All motions are to be submitted in the form of written resolutions submitted by a maker and four seconders.
- Amendments and substitute motions are to be submitted in writing by a maker and four seconders.
- Motions cannot be amended on the floor. Corrections of errors in fact or typographical are permitted.

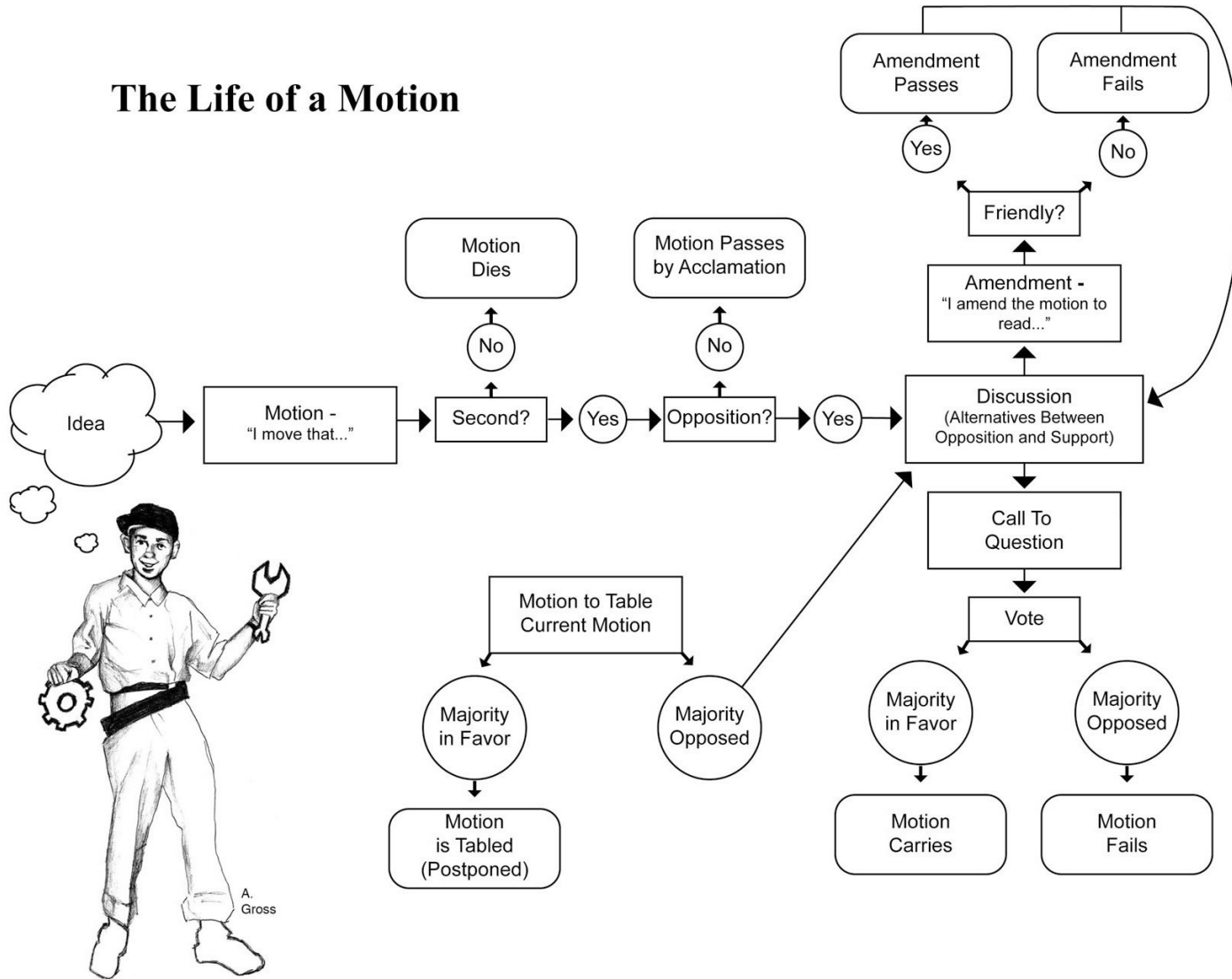
Basic Motion	Debatable	Vote Required	Amendable	Variation	Comment
Main Motion	Yes	Majority	Yes	Adopt/ Approve/ Accept/ Agree to	<p>The four variations of wording for the main motion are interchangeable.</p> <p>Once stated by the chair, the motion becomes the property of the assembly and is pending.</p> <p>Pending motions may be perfected by amendments or a substitute motion.</p> <p>The motion as restated by the Chair prevails in the event that there is any difference between the wording of the maker and the wording of the Chair.</p>
Amend	Yes	Majority	Yes	Add, insert Delete, or strikeout	Any form that seeks to change the main motion is a motion to amend.
Substitute	Yes	Majority			The substituting of an entire motion on the same subject for the one pending.
Postpone (to a certain time)	Yes	Majority	Yes	Postpone indefinitely Table	The motions "postpone indefinitely" and "table" should not be used.
Refer	Yes	Majority	Yes	Commit Recommit	The motion "commit" is restricted to referring a matter to a committee.
Close Debate	No	2/3	No	Move the previous question Move the question Call the question	All three variations using the word "question" mean to close debate and should not be used since they can be confusing.
Divide the Question	No	Majority	Yes		Allowed only when the question contains two or more independent matters.

Basic Motion	Debatable	Vote Required	Amendable	Variation	Comments
Motions Relating to Voting	No	Majority (except for divisions and roll call votes)	No	Division (a standing vote or show of hands) Counted vote Secret ballot, or written ballot Close nominations Close or reopen polls	A single member may demand a division.  A counted vote is used when the Chair is unsure.  All other motions should require a simple majority vote.
Request (to allow the assembly to allow something)	No	Majority	No	Withdraw a motion Dispense with the reading of the minutes (and approve them) Any request that does not require a suspension of the rules	The maker of a motion may withdraw the motion without a request if it is withdrawn prior to the Chair's stating of the motion.
Suspend the Rules	No	2/3	No	Limit or extend debate Take a matter out of its order Objection to consideration	Any motion that alters the usual right of members to speak requires a suspension of the rules.  The motion can also include another motion, such as to suspend the rules and reconsider the adoption of the budget, in which case the motion to reconsider becomes undebatable.
Point of Order	No	No vote, Requires a decision of the Chair	No		An assertion that a rule is being violated and a request that the rule be enforced by the Chair.  Person states his/her point briefly. Chair then rules.  Maker can appeal but must be seconded.
Appeal	Yes	Majority	No		A tie vote or less than a majority causes the appeal to fail.

## Call the question

When it seems the question is clarified, adequately discussed, the chair or any member can call the question, call for a vote. Call the Question is a Procedural Motion (see page 14). The vote is taken, counted, and recorded in the minutes.

## The Life of a Motion



## THE MEETING PROCESS

### Setting Up

The preplanning and thought that precedes the meeting. Determine the who, what, when, where, why, how many. It is extremely important to determine the desired outcomes you, as a leader, need from the meeting. If you are unclear of the “why” for the meeting, how can the participants understand the purpose for the meeting.

Checklist for Setting Up: *(Adapted from Mastering Meetings for Results, Interaction Associates, Inc.)*

- Determine the purpose and the type of meeting
- Assess the context of the meeting and who the key stakeholders are
- Decide who will attend and the roles needed for the meeting
- Determine how decisions will be made
- Reserve appropriate room and equipment
- Decide on seating arrangements
- Identify potential problems that could arise and strategies to handle them
- Design an agenda
- Send out memo announcing the meeting and an agenda to attendees
- Make charts\PowerPoint hand-outs
- Visualize a successful meeting
- Arrive at the meeting room early to double check the room arrangements and lay out prepared materials as necessary

### Conducting the Meeting

During the meeting, the leader, the facilitator, and the group acts as a team with a focus on the desired outcomes. Continue to educate the group throughout the meeting. Use facilitative techniques to keep the meeting moving.

Checklist for conducting meetings:

- Start on time
- Get agreement on desired outcomes, agenda, roles, and ground rules
- Match participant expectations with agenda
- Clarify decision-making method
- Clarify/explain any constraints that may limit solutions
- Keep the meeting on track by getting process agreements
- Summarize what has happened periodically during the meeting
- Avoid process battle
- Listen as an ally
- Ask open-ended questions
- Encourage participation
- Suggest a process or tool when needed
- Protect others from personal attack
- Use the group memory
- Conduct a meeting review to assess what worked and what needs improvement

### Following through

At the end of the meeting, the actions are reviewed and a plan is developed to implement the decisions made during the meeting. There should be an evaluation of the meeting. What worked; what needs improvement. Based on this information, future meetings can be improved.

Checklist for following through:

- Ensure that recorder prepares group memory for typing
- Prepare and distribute minutes, including agreements made and actions to be taken
- Use meeting review to make improvements for subsequent meetings
- Make sure unresolved issues get addressed. Distribute to other groups as appropriate
- Collect and offer additional feedback to meeting leader, members, recorder and facilitator to enhance effectiveness
- Follow through on action items
- Acknowledge accomplishments

## Chaffey College Faculty Senate Support for Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersexual, Asexual or Allied+ Students and Staff

Whereas, The Academic Senate for California Community Colleges is consistent in its unflagging efforts for student success for all students and has a long-standing tradition of support for underrepresented minority students in the State of California;

Whereas, Chaffey College also supports efforts in student success for all gender identities and sexual orientations;

Whereas, Each community college's support of the psychological health of every student in the California community colleges is important;

Whereas, Research demonstrates that prejudice against and the invisibility of lesbian, gay, bisexual, transgender, queer or questioning, intersexual, asexual or allied+ (LGBTQIA+) people has adverse effects on both LGBTQIA+ students and the campus community as a whole; and

Whereas, The invisibility, both by omission and by design, of the LGBTQIA+ community and issues involving curricula, co-curricular activities, and campus practices perpetuates prejudice against and negatively impact LGBTQIA+ individuals and promotes heterosexism;

Resolved, That Chaffey College Faculty Senate reviews their curricula, co-curricular activities, and campus practices for inclusion of LGBTQIA+ community;

Resolved, That Chaffey College Faculty Senate employs appropriate venues to increase awareness of the issues affecting LGBTQIA+ community;

Resolved, That Chaffey College Faculty Senate amend its diversity policy to include gender identity and expression in the policy's description of diversity;

Resolved, That Chaffey College Faculty Senate urges the institution to review their curricula, co-curricular activities, campus practices, employ appropriate venues to increase awareness of the issues affecting LGBTQIA+ community, and

Resolved, That Chaffey College Faculty Senate urges the institution to amend its diversity policy to include gender identity and expression in the policy's description of diversity.



## Hip Hop Summit Hate Crime Resolution, Spring 2021

Whereas FS supports the statement below read into public comments during the February 23, 2021 Faculty Senate meeting;

Be it resolved that . . .

1. A follow-up statement shall be distributed to the Chaffey community (including the public) acknowledging these events as an organized hate crime, describing how the attack meet the criteria of a hate crime, and taking a stand that Chaffey will have zero tolerance for racist attacks of this nature within the week of Feb. 22-26, 2021.
2. The district shall demand further investigation of this matter, beyond Campus Police, to include local police precincts and FBI involvement by Friday, Feb. 26, 2021.
3. ITS shall investigate and address the security issues on faculty devices and support the financial costs of repairs and/or replacement equipment by Monday, March 1, 2021.
4. A campus wide task force, including those faculty directly involved in this incident, shall be instituted by March 12, 2021 to establish firm protocols on how to both report and respond to hate crimes on our campus moving forward. These protocols should include a plan for providing trauma counseling to students, faculty, and staff affected by the attack.
5. Follow-up training shall be provided for all faculty, staff, and administrators on how to navigate Zoom-bombings and/or coordinated cyberattacks, in order to safeguard future Chaffey events before the end of the Spring 2021 semester.

As you are all aware, we experienced a Zoom cyberattack at our HHSS showcase. Not only were there obscene images used to desecrate the face of one of our Black faculty members--but for the next 3 and a half minutes, multiple voices screamed racial epithets over the Zoom air waves, some launched directly at the Black male host of the event by name. Racial slurs flooded the chat. Images of nooses, bombs, and of a hip-hop appropriating Osama Bin Laden doing the running man bombarded the screen. The attack was so swift, so organized, so calculated that we had no hope of silencing it fast enough. My computer was hacked to the point that I could not move my mouse for over 60 seconds, while I watched the image of a noose and a huge banner of "YOU'VE BEEN HACKED" across the top of my screen. This was more than a hateful "Zoom bombing." This was a coordinated, calculated hate crime that directly traumatized faculty, staff, students, and even young people who were in the audience.

All weekend our team stayed up through sleepless nights to do our own investigation and find out what we could on the perpetrators--3 of which we were able to identify. We supported each other. We virtually held each other's hands as we all cried. No one is okay. The people who did this were not "cowards." These were technically adept criminals who launched a coordinated attack on one of our campus events that was fueled by racism and white supremacy.

The utter silence for days after the event was almost as jarring as the event itself. There has been no check-in from IT to verify if our devices have been compromised. No healing event has been organized, nor has healing taken place--and please know that I'm not talking about some performative healing circle. Students and community members have not been checked in with to make sure that they are okay. And although a letter from Dr. Shannon was sent yesterday, it did not begin to fully convey the extent of what happened. Our Black faculty members--although I am not attempting to speak on their behalf--do not feel safe or supported in this moment, because they aren't being supported in this moment. Only the police have asked us questions as to what extent we feel in "imminent harm" given the types of images that were circulated, which were blatantly life-threatening symbols.

Additionally, although the campus should be informed of Zoom best practices, since there has still not been a formal follow-up with us to find out what actually happened, Melanie Sidiqqi's email (and the timing of it) implies that our settings were not appropriate or that we did not abide by Zoom "best practices." Much to the contrary, our system was overridden by folks who knew exactly what they were doing--and the campus needs to be aware of that to prevent further issues.

Although individual sentiments and check-ins were sent to some of us, we were not directly asked about this or followed up with collectively until last night, when two administrators said we were acting "traumatized," being "hysterical," that we "shouldn't let these people steal our joy," to let it go, and they then had the nerve to look at a group of Black faculty and to tell them that it could have been worse, that they should be happy that they weren't physically harmed when Black folks are being killed and physically injured all the time and all over the world. It was a message that implied that they needed to suck this up and understand this as a natural part of being Black in America. These messages are normalizing violence on Black bodies to the point that when assaults happen to Black folks there is nothing more than a "great job at handling that," some packaged euphemism, and everyone is expected to just keep it moving. And this is not the first time. Black educators have been targeted on this campus many more times before this, and most faculty are not even aware of what has happened because it is always swept under the rug, it has always become a PR statement and a band aid instead of a complete overhaul of the culture on our campus.

How is it that in 2021, after all of the claimed allyship and solidarity statements, can Black folks be publicly subjected to hate crimes here and it just be shrugged off? How is it that administration can stay effectively silent when Black faculty members, students, and community members have experienced such public violence on their platform? Why in the name of respectability politics and workplace propriety do Black men have to keep hosting Black History Month events with a smile immediately after repeatedly being verbally assaulted, and Black women have to continue to share encouraging words to audience members after their faces have been desecrated by obscenities?

In her book, Bettina Love (our keynote for the Summit) defines the "educational survival complex" that is learned by Black and dark students as a response to years of racism and trauma within the American educational system. What is becoming clearer to me now is that it is not just students who have learned how to survive despite and in spite of the trauma and violence in academic institutions. Black educators have endured this trauma not only as students, but also as employees of academic institutions that continue to overlook, minimize, and silence them—all while expecting them to take on the free emotional labor of spearheading equity-based professional development trainings and organizing Black History Month celebrations on behalf of the very institutions that the other 11 months try to un-see them. It is the educational survival complex that has trained my colleagues not to flinch when faced with the kind of public violence that occurred at our Hip Hop Studies Summit. It is the ingrained courage and spirit of makin-a-way-outta-no-way that led them to selflessly protect their Black students at that moment instead of having a second thought to their own self-preservation or feelings. Black educators know that in the eyes of the institution Black students don't matter because they know that they don't matter to the institution—so much so, that in a moment of the public spirit murdering of both student and educator, the show just goes on...in this case both literally and figuratively. To this I ask: Are we this desensitized to racism against Black bodies that "put it into context" is our response? What is the extent of violence that has to happen to our colleagues and students on our watch before we wake up as an institution and take a firm stand that we will no longer allow this sort of hatred and anti-Blackness on our campus? Really--what is it going to take?

**Passed unanimously by Faculty Senate at the February 23, 2021 regular meeting.**