

Faculty Assembly Notes 6/18/20

Meeting called to order at 10:04.

Resolution introduction: Laura Zucconi: This is an initial call for change to the University consistent with the Black Lives Matter Movement (BLM; resolution available at Faculty Senate website).

10:19: Open to discussion

Movement to change the resolution to the alternative resolution titled Assembly Resolution to Enact Anti-Racist Change on Stockton University's Campus, Beginning with Immediate Freeze on Campus Police Hiring (referred to throughout as "alternative resolution").

Presentation of alternative resolution

This is a modified version of the resolution sent by email several days ago. We feel that the original resolution presented by the Faculty Senate does not address important issues. (Alternative resolution shared on screen and read to those attending.)

This alternative resolution is motivated by the belief that we have enough information to make changes now rather than collect more information and continue to delay.

Discussion of alternative resolution

What information do we have about the costs related to these proposed changes?

- We have asked for information needed and we have been denied that information, which is why we need to call for these changes.

What are the costs associated with having an alternative response system?

- This resolution does not address that much specific information, just as the original resolution does not. I do not think that we need those data now. We need to move toward that direction, which is what this alternative resolution seeks to do. The original resolution does not provide enough detail regarding needed changes.

The two positions in positions the police are hiring are to replace existing officers, not hire new officers. The police search is not the only searches going on.

C: Police are not those who should be addressing suicide calls.

C: Speaking in support of alternative resolution. My concern is about having another task force, which historically have minimized faculty voice.

C: The original resolution includes very concrete changes and we are losing focus of the most important issues. I oppose calling for specific changes about funding for police without detailed empirical information. Also, our resolution is informed by the findings of previous task forces, demonstrating the meaningfulness of task forces.

C: I am opposed to both resolution. The new resolution is limited in addressing these issues at Stockton, including the lack of both faculty and students of color on campus. Without changing this, other changes

will not follow. I would like to see resolutions that address those specific issues. We do not even advertise for new hires in Latinx venues.

C: We have data from reports from task forces showing that people of color on campus are not comfortable on campus. Until we address these issues, hiring new people of color will not help. There are plenty of data related to anti-violence that show people of color are not comfortable asking for help. Both the learning and safety of people of color is undermined by the police on campus.

C: It is clear that our students of color do not feel like they belong. Multiple people of color have been laughed at when they ask for a multi-cultural center on campus. I also support the banning of the Confederate flag, which would work toward making people of color more comfortable on campus.

C: I think the first resolution does close to nothing and that the alternative resolution does just a little bit more than nothing. I have been working on an approach that would allow the Social Work Program to work with police to work on real change. The second resolution is a start toward needed change.

C: We have very few disabled faculty, one of whom has been harassed by another member. We have another faculty member who quit because the administration was unwilling to provide needed interpreters. We need to address issues of harassment against both people of color and disabled members of the community. The issues go deeper and further than issues related to race.

- We should have a series of movements toward making changes that would include issues related to all groups that face discrimination on campus.

C: I agree that we have many issues on campus and agree that we need a series of movements. However, today we have come together to discuss issues raised by the BLM movement. Given this, I ask that people please not dismiss the alternative resolution because it does not have all needed information. This is a political statement, not about specific policies. What we can do is address policing on our campus and that is why should consider supporting the alternative resolution.

C: I was asked to advertise our program in other parts of the state and found that most people had no idea that Stockton even existed. I learned that this is because people just hadn't been told about Stockton. And the way to promote Stockton is by making it clear to potential students that we will be welcoming of them. If we can create a culture that is overtly antiracist, the rest will fall into place. So we need to be overtly antiracist. Consequently, I am in favor of this alternative resolution.

C: I want to point out that this alternative resolution addresses issues related to hiring, which addresses prior concerns expressed suggesting that hiring is the bigger issue.

C: I want to speak in support of the alternative resolution because it uses language that will expand the discussion of these issues. This resolution still leaves space open for dialogue that needs to happen.

C: I support those who have discussed the importance of the culture on campus, which needs to change. I support the second resolution because policing is a systemic issues, which is not going to be addressed by individual training of police. The first resolution does not address the structural problem in policing. So, I want that statement – that we will work to address structural problems – in a resolution.

C: This is a moment to address these issues and let us not let this moment pass without making change. Consequently, I support the second resolution.

C: I'm concerned that the words "black lives matter" will be trivialized. We need to look at the foundation of this BLM movement. We need to stay true to the architects of the movement. Now is a time to be mindful of how easily this movement can be cooped.

C: I support the second resolution. Regarding number 8, which focuses on the establishment of a multicultural center. I am concerned that it would be a cosmetic change without creating an actual center on campus for students and faculty and members of the community to come together. We have discussed this and now need to deliver.

C: If we are looking for a resolution that fixes every problem at Stockton, we are wasting our time. Prior changes that have been promised so many times before have opened the doors for everyone else – women, Asian Americans, Latino Americans – but not African Americans. We need to focus on the fact that this started with the death of another black man. I am in support in the second resolution because it is trying to do more without trying to do everything. We need to examine our hiring practices overall. If we start now, focusing on this idea that we think that black lives matter, then other progress can follow.

C: I worry about our black students who are in pain and are hurting. They are not heard and they are harassed. The alternative resolution is bold and addresses these issues. When students read a document like the alternative resolution, they will feel more supported. In our email discussion related to these resolutions, I was repeatedly dismissed. The alternative resolution address these issues.

C: I want also speak in support of the second resolution because it centers on black and indigenous people. My teaching has addressed these issues and our faculty has had the opportunity to hear these voices. But this is an important time for us to push these issues. There is no support for indigenous students. Students have expressed dread at seeing police walking around campus with dogs and guns. Students are telling the administration that they are not comfortable on campus and nothing is being done. I encourage that we have change driven by students, faculty, and staff who are people of color. I believe that the second resolution addresses these issues, which is why I support it.

Vote to replace original resolution with the alternative resolution.

Vote passes 105 to 14. The motion passes.

Discussion on new resolution titled Assembly Resolution to Enact Anti-Racist Change on Stockton University's Campus, Beginning with Immediate Freeze on Campus Police Hiring

C: I think we need to include a line saying we are going to evaluate our hiring practices and recruitment of students of color. Beyond addressing two faculty in Africana Studies, we need to address recruitment.

Motion to make such a change to include hiring, and recruitment and retention of students of color.

Motion seconded.

No objections. Motion passes by unanimous consent.

C: The part of the resolution regarding banning the Confederate flag on campus is unconstitutional. None of the sitting justices on the U.S. Supreme Court would support this. I recommend a change asking the University to condemn the Confederate flag, but not ban it. So while I support the resolution, I am concerned about the language that is clearly unconstitutional.

C: Why can't we have working that broadly bans the Confederate flag?

- We can punish students that use these symbols to harm others, but we cannot ban it outright.

C: Can we just change it to the words suggested: "strongly condemn"?

Motion to change language from "ban the confederate flag" to "strongly condemn the flying or display of Confederate flag and other symbols of hate and racism".

Seconded.

No objections. Passes by unanimous consent.

Motion to have the referendum.

Objection to vote on whether to have the referendum.

C: On number eight, I would like to change the wording from "BIPOC." This should be for all students, faculty, and members of the community. I think having a multicultural center is good, but also considering having safe spaces for different groups including LGBTQ+ community.

Motion to strike "BIPOC" from the resolution.

Motion fails because it is not seconded.

Motion to close debate and vote on having the referendum.

Seconded.

Vote: Motion passes 86 to 11.

Vote on motion to hold the referendum on the resolution as amended (i.e., the alternative resolution).

Motion passes 95 to 5. Referendum on the week of June 22.

Meeting adjourned at 12:12.