

Montclair State University
President's Commission on Affirmative Action, Equal Opportunity and Diversity
General Membership Meeting
September 21, 2011

The general membership meeting of the President's Commission on Affirmative Action, Equal Opportunity and Diversity was called to order at 12:10 by Cindy Meneghin, Chair.

Members Present: E. Abreu, R. Bradshaw, M. Cascarano, J. Chern, M. Coleman Carter, M. Colon, C. Cottle, D. Davis, T. Dean, A. DeSante, R. Gano, L. Garcia, A. Gomez, J. Hain, H. Haines, J. Harris, J. Hollander, R. Howell, A. Jeffers, L. Jenkins, L. Johns, P. Kirby, D. Lorenzo, A. MacMath, A. Manso, D. McMorrin, C. Meneghin, B. Milton, A. Nino, B. Peterson, D. Phillips-Clark, D. Ragin, M. Re, D. Rodak, J. Royle, T. Seaboch, K. Smith, L. Smith, L. Torres, L. Whitaker, R. Young, S. Yu

I. Minutes

A **Smith/Yu** motion was made and seconded to approve the May 2011 minutes. Motion carried.

II. Charge from Dr. Cole:

Dr. Cole thanked the Commission members for their attendance and stated that she appreciated everyone's service on the Commission.

Dr. Cole acknowledged the Commission's interest and concern as it relates to issues of civility and bullying behavior. The Commission's focus for this year will include:

1. Civility
2. Bullying, including online
3. Research on the decline of African American male students applying to MSU, and the decline of retention of admitted AA male students

III. Accessibility Issue

Accessibility is still a prominent issue with the Commission, and Dominic Petruzzelli, Executive Director of Residential Education and Services, was invited to the Commission meeting to discuss the issue of accessibility in our residential facilities. It was noted that The Heights, a new residential facility, has no automatic door paddles to enable easy access to the buildings for persons with disabilities. It was also noted that there are no single stall bathrooms in this new facility, nor is there any gender neutral signage on any of the bathroom doors.

Mr. Petruzzelli stated that although the University is ADA compliant, he is working with Capstone to make capital improvements that will improve accessibility. In addition, he is

trying to house students with disabilities in residence halls where accessibility is better (i.e. Russ Hall). Linda Smith stated that she does not want students with disabilities housed separately from other students, but that she wants them to be fully integrated into the mainstream, and that Residential Education and Services should create housing areas that are disability friendly. She also stated that the University should be proactive in future construction projects, and that matters such as installing automatic doors, and having gender neutral and accessible bathrooms should be considered during the planning stage and before any construction begins.

IV. Blackboard for the Commission

Cindy Meneghin announced that the Commission is now set up with Blackboard capability, and that Commission members can gain access to Blackboard by going to the main MSU webpage, logging in with your netID, and then going to the Community link. She explained that having the Commission connected with Blackboard will enhance communication capabilities, and will enable standing committee members to share and exchange information.

V. Standing Committees

The last portion of the Commission meeting was devoted to members joining one of the following Standing Committees:

- Committee on Affirmative Action and Equal Opportunity
- Committee on Diversity
- Recruitment and Retention Committee

All Commission members are expected to join a standing committee before the October general membership meeting, and committee chairs should send their membership list to Cindy. In addition, as the standing committees begin to establish their objectives for this academic year, it was suggested that these objectives fall within the areas of civility, on-line communication, social networking, and bullying.

Margaree Coleman Carter reported that the Mentoring Committee will be finalizing their work on mentoring – presenting data from the Mentoring Survey, etc.

New Business

No new business reported.

There being no further business, the meeting adjourned at 2 p.m.

Respectfully submitted,
Barbara Milton
Mary Colon