

Dear President Cole, Provost Gingerich, Dr. Cuss, Mr. Sluyter, and Dr. Emery,

Upon the retirement of President Susan Cole, the Montclair State University African American Caucus would like to acknowledge her legacy and express our hope that the Presidential Search Committee and pool of candidates will reflect the diversity that President Cole has worked so hard to achieve. Now an R2, Hispanic Serving Institution with a majority student population of color--of which approximately 13% are African American--the university has grown tremendously under her leadership. Thousands of students of African descent have graduated and fulfilled their dreams and those of their parents as they crossed the stage and received their degrees. President Cole has made inclusion, diversity, and equality cornerstones of her administration; she has met with the African American Caucus to discuss student, faculty and staff recruitment retention efforts; affirmed that Black Lives Matter; and pledged to further advance the great strides being made in identifying and developing reform measures to eliminate systematic racism. Only in keeping these goals at the forefront of our university mission can we ensure the inclusion of all Black, Indigenous, and People of Color at our university, and we trust that this will be a key consideration in selecting potential presidential candidates.

It is our understanding that the identification of Presidential Search Committee members is already underway, and we hope that you will strongly consider appointing African Americans not only from the upper university administration but also faculty and staff from all three of the University Caucuses: The Asian Pacific Islander Caucus, Latina/o/x Caucus, and the African American Caucus. In regard to the latter, we respectfully request that you consider asking Dr. Sandra Collins and Ms. Denise O'Shea to serve. Again, we also urge you to make a sincere effort to generate a diverse pool of candidates. Please know that we have appreciated and appreciate the Board of Trustees' and President Cole's efforts to build a diverse and inclusive university community, and the African American Caucus is available to be of assistance in further realizing these efforts.

Sincerely,

Michael Allen, President  
Christopher Cottle, Vice President  
Denise O'Shea, Recording Secretary  
Nadine Verna, Corresponding Secretary  
Tatia Haywood, Treasurer  
Kate E. Temoney, Parliamentarian  
Felicia Hines, Member at Large