

## PCAAD January 19, 2011

Attendance: E. Abreu, T. Caldwell, M. Cartagena, K. Chapman, J. Chern, M. Colón, T. Dean, A. Desante, G. Giardinieri, J. Harris, L. Jenkins, R. Jones, D. Keiser, L. Lemley, C. Matteis, A. Mayer, A. McMath, D. McMorrin, C. Meneghin, B. Milton, D. Phillips-Clark, C. Reyes-Cuevas, D. Rodak, T. Seaboch, L. Smith, E. Thorpe, R. Wesolowski, L. Whitaker, S. Yu

### **I. Welcome:**

Meneghin called meeting at 12:05 p.m.

Lemley made a motion that the December 2010 minutes be approved; Abreu seconded. Rodak requested one change. The minutes were approved as amended.

### **II. Sub-Committees:**

#### Education

The Committee has not met and there is no report. Its focus will be on Affirmative Action Day by having discussions with student groups, including OSAU and LASO as well as faculty groups. The Committee is concerned that some departments are not as diverse as others. The Committee hopes to meet in the next week and then schedule its meetings with campus organizations.

#### Mentoring

The Committee met and had a productive meeting as it reviewed the needs of students and faculty. The Committee will not re-launch the survey this spring, and will organize the focus groups this semester for faculty and staff, particularly women of color and advancement issues, utilizing the current results. The Committee will re-launch the survey in the fall, including the definition of “mentoring” in order to minimize confusion. The Committee hopes to present additional information at the May Advance.

Abreu reminded the membership of “Thank Your Mentor Day” next Tuesday, January 25<sup>th</sup>.

#### Recruitment and Retention

The Committee has not met and there is no new information.

### Sponsorship

The Committee has not met. Its focus is to introduce the survey tool. The link will be added to the PCAAD news page, including the criteria, and will send an email to the Commission regarding this.

## **III. Ongoing**

### **Constitution**

The Constitution Committee has met and presented its recommendations to the Executive Committee. The Committee also looked at the Commission's mission, in order to ensure that the subcommittees are in line with the executive orders, laws and University policies. It will present updates to the Executive Committee and then to the full Commission prior to the next full meeting. Meneghin requested that all members read the draft and be prepared to provide input.

## **IV. New Business**

### **University's Anti-Bullying Forum**

The University is hosting an anti-bullying forum during the week of February 7<sup>th</sup>. Senator Lautenberg will head the event. Provost Gingerich approached the PCAAD for its participation. The PCAAD will create a bookmark for distribution which will include PCAA's Statement on Equal Employment and Civility, and a list of resources one can use for support. There will be a pledge board available for signature throughout the week. Abreu will send an updated list of events to the full Commission. Meneghin encouraged all to wear their PCAAD badge to these events. Members were also encouraged to attend one or more of the sessions and to have a discussion about it at the February meeting.

The Commission had a discussion regarding issues on civility and bullying. This conversation will continue at the May Advance.

### **Affirmative Action Day**

Meneghin noted that the flag-raising will take place, however, the program will take place after the Constitution has been approved.

**V. Announcements**

Harris reminded the Commission of the African American History Month Flagraising on Tuesday, February 1<sup>st</sup>. Harris will email the Commission the link to the State Commission's report to Governor Christie.

**VI. Keiser motion to adjourn the meeting; seconded by Reyes-Cuevas; Meeting Adjourned at 1:25 p.m.**

Respectfully submitted by M. Colón