

President's Commission on Affirmative Action, Equal Opportunity and Diversity
General Membership Meeting
January 18, 2012

Attendance: E. Abreu, M. Cascarano, J. Chern, M. Coleman Carter, M. Colón, C. Cottle, D. Davis, T. Dean, R. Gano, A. Gomez, J. Hain, H. Haines, J. Harris, A. Jeffers, L. Jenkins, L. Johns, R. Jones, A. MacMath, A. Mayer, D. McMorrin, C. Meneghin, V. Moreno, D. Rodak, R. Royal, T. Seaboch, L. Smith, L. Torres, L. Whitaker, S. Yu

I. Welcome:

Meneghin called meeting at 12:15 p.m.

Johns made a motion that the December 2011 minutes be approved; Gomez seconded. The December 2011 minutes were approved.

II. Ongoing

a. Recommendation for Baby Changing Stations

Meneghin thanked Mayer and Rodak for their work on this proposal. The list of recommended baby changing stations was distributed for review. Rodak motioned for the recommendation to be sent to VP Bressler with a copy to President Cole, and it was approved.

b. Construction Standards Update

Meneghin updated the Commission on a previous meeting with VP Bressler and Mr. Zanko where Meneghin proposed that the University develop a standard regarding accessibility in new buildings and renovations. Jenkins will draft a proposal, which will be reviewed by the Executive Committee, and then emailed to the full Commission prior to the February meeting.

c. Affirmative Action Day

Smith confirmed that both Assemblywoman Huttel and Senator Greenstein will be attending the March 20th program. The program will run from 12:30 pm to 4:00 pm at the University Hall Conference Center, with the main presentation from 1:00 pm to 2:30 pm. Meneghin encouraged faculty to send their classes. Ms. Shivaun Gaines of Government Relations will be contacted regarding protocol. Meneghin will be the moderator. The Commission will have 2 to 3 questions for the speakers. There is currently no free streaming available on campus. Meneghin will provide information to all members in order to advertise the event, which will also be advertised off campus as well. Finally, comment forms will be available to attendees to complete after the program.

III. Presentation

Dr. Straker-Banks, Assistant VP for Student Academic Services and Dr. Terry, Associate VP for Enrollment and Student Academic Support, made a presentation

on the recent initiatives to improve the recruitment and retention of minority students. There are three objectives: 1. Increased overall retention rate by 2016, from 81% to 86%; 2. Increase overall 6-yr graduation rate from 62% to 70% by 2016; and 3. Based on the Latino/a student population, be recognized as a Hispanic Serving Institution by 2014, allowing for eligibility for grants and other resources.

Recent key efforts include the reorganization in Center for Advising and Student Transitions (CAST), including:

- the expansion of the first year programs
- expansion of the second year programs
- creation of a peer advising program
- the combining of EOF and CADA
- expansion of services for high risk population by providing tutoring and counseling
- expanded collaborations (Three Doctors program; Boys to Men program)
- establishment of an Honor Society
- formation of a Retention Committee

Other University initiatives included in the presentation:

- Revamping of the Academic Action Program
- Expansion of services for transfer students
- Summer development reading program
- Creation of the Red Hawk Mathematics Learning Center

Straker-Banks will provide the PowerPoint presentation to Meneghin for distribution to the Commission. Gomez requested that members send feedback or follow-up questions to her or Jeffers or to the Executive Committee.

A discussion was had regarding ways to assist students further. McMorris will contact Professor Wilson regarding a proposal he presented on improving the recruitment of African American students. Suggestions offered included: 1. offering more online courses; 2. hiring more students of color for on-campus positions, since it creates an opportunity to meet other people, and mentoring; 3. Offering advising and peer advising in the residence halls and at CAST.

Jeffers updated that the PHD Project has worked well in the recruitment of faculty of color, and that it now offers financial support for undergraduate students and assists in career development.

IV. Standing Committees

AAEO

Meeting with University Police

Harris distributed the flyer for the February 2nd meeting with University Police from 1:00 pm to 2:30 pm in the Student Center room 419. The meeting is to talk about the

procedures and protocols University Police follow. Invited audiences include the Caucuses, student organizations and other campus groups.

Diversity

Cottle reported that two events are being sponsored- the March 20th “Queer People of Color Panel” and the March 23rd “Empowerment Conference: From Boys to Men... Making the Transition.” Cottle requested that the committee be contacted regarding any upcoming programs that should be looked at for sponsorship.

Recruitment and Retention

The Committee invited today’s guests to present.

Mentoring

Coleman-Carter updated the Commission. The Committee will continue its work with the focus groups, targeting support staff. The Committee will ask staff on what their needs are, and what is available formally and informally to them. The Committee will have a summary by May. Coleman-Carter requested feedback from members on ways to communicate the lactation room to the campus community.

Abreu updated on “Thank Your Mentor Day,” which is on January 26th. A suggestion was made to have a reception, however, it was too late for inclusion this year.

V. Announcements

MacMath announced that there are changes in the Financial Aid process that will impact students. Information will be posted on the Financial Aid website, and staff from that office are meeting with student groups to explain the new changes.

McMorrin congratulated Harris on his recent NJ State NAACP award.

The African American History Month flag-raising is on February 1st at noon.

VI. Rodak motioned to adjourn the meeting; seconded by McMorrin; Meeting Adjourned at 2:00 p.m.

Respectfully submitted by M. Colón