

**President's Commission on Affirmative Action, Equal Opportunity and Diversity
General Meeting
February 19, 2014**

Attendance:

I. Welcome:

Meneghin called meeting at 12:10 p.m.

Gano made a motion that the November 2013 minutes be approved; Keiser seconded. The minutes were approved.

II. Membership

Meneghin welcomed our new Vice President for Human Resources Jerry Cutler to the Commission. Meneghin announced several additional new members present as well as the following vacancies: managerial member vacancy; and alternate representative for the Disabilities Resource Center. Student representative groups will be asked for input and will remain on the mailing list.

New Vice Chair Harry Haines was introduced. Haines will reach out to constituencies to begin one-on-one conversations and for input.

III. Old Business

a. Holiday Display Policy

A discussion was had on whether MSU has a policy on what can be displayed on personal office spaces. Milton updated that State personnel responded that there is currently no State-wide policy, and that issues are reviewed on a case-by-case basis. It was noted that certain display items such as a reindeer or Santa Claus are not considered religious. The Commission will suggest that procedures be drafted since it was mentioned that some staff members were told by supervisors that items could be displayed while others were told the items were not allowed. The Executive Committee will meet to discuss this issue and bring it back to the membership at the April meeting.

b. Taking Classes outside MSU

An issue was brought up for discussion on students taking classes outside of MSU, and the financial burden some students experience. Some students would prefer to take a course at a county college in order to save money, however, in one department, students are not allowed to do this once they have declared the major, even though the course they are interested in taking may not be from the department where the major is housed. Meneghin stated that she contacted University Registrar Denise De Blasio and Associate Provost for Academic Programs and Assessment Joanne Cote-Bonanno regarding this matter. Their

response was that it is up to the discretion of the department chair and that there is no blanket policy at MSU even if the course is in another department. Cote-Bonanno will get back to the Commission after discussing this matter further with the Provost.

c. Lactation Room

Milton updated that the committee met and drafted a policy. The committee is still dealing with the request to install a second location. It was noted that the Student Center has a bathroom with additional space that may work for another lactation room. Vastola will check the regulations. Meneghin asked members to look for alternate locations. It was recommended that we get feedback from female staff and faculty as well. Update to follow in April.

d. Changing Tables

The recommendation is to install a changing table in both the male and female bathrooms in community buildings on campus including the Recreation Center, the University Hall's Conference Center, Kasser Theatre and Memorial Auditorium. The Student Center, Sprague Library and Autism Center have at least one changing table.

IV. New Business

a. Accessibility

Meneghin updated that the new Center for Environmental and Life Sciences and School of Business buildings will have automatic doors. However, there will be no private bathrooms. VP Bressler wrote to Meneghin for our recommendations. There are two ongoing issues: 1. Richardson Hall labs that are not accessible due to the stairs; and 2. Memorial Auditorium's basement area is not accessible.

b. Sponsorship: Workplace Bullying Conference

No update. It was acknowledged that Chris Cottle's mother passed away.

c. Sponsorship: Women's History Month Program

No update. It was acknowledged that Delores McMorrin's brother passed away.

d. Unity Week

Cascarano updated that Unity Week went well. Body Acceptance Week was occurring this week.

V. Other

Affirmative Action Day on March 27, 2014 at 1:00 pm in University Hall 1070
McMorrin updated that the committee met and that it is still looking for suggestions.
Ms. Shivaun Gaines, Director of Government Relations is assisting the committee. It
was suggested that a panel be assembled with possible speakers:

Melanie Armstrong, NJ Director of Civil Rights and Affirmative Action
Honorable Paulette Peterson
Former NJ Assemblyman William Payne

Meneghin encouraged the membership to get students to attend. Additionally,
former members would be invited to be acknowledged. Keiser recommended that
having former or presiding judges speak would be empowering. Abreu updated that
the Affirmative Action Day program was added to the Women's History Month
poster.

Keiser thanked Rodak and Petrozello for their collaboration on the RAUL learning
community on critical thinking.

Meeting was adjourned – Motion made by Keiser; Seconded by Hines; Meeting
Adjourned at 1:30 pm.

Respectfully submitted by M. Colón