

Montclair State University
President's Commission on Affirmative Action and Diversity (PCAAD)
September 22, 2010

Attendance: E. Abreu, A. Bhambri, M. Cartagena, M. Cascarano, M. Coleman-Carter, M. Colón, C. Cottle, D. Davis, T. Dean, A. Gomez, M. Greene, J. Hain, J. Harris, L. Johns, A. Jeffers, L. Jenkins, L. Lemley, D. Lorenzo, A. Mayer, A. McMath C. Meneghin, B. Milton, R. Misra, O. Rodriguez-Srednicki, R. Salomon, T. Seaboch, K. Smith, L. Smith, R. Wesolowski, R. Williams, S. Yu, K. Zambrano

Guest: President Cole

I. Welcome:

Meneghin called meeting at 12:10 p.m.

Abreu made a motion that the May 2010 Advance minutes be approved; Wesolowski seconded. The minutes were approved.

II. New Business:

Annual Charge by the President

Dr. Susan A. Cole attended the meeting and presented her annual charge. She thanked the members for their service. She stated that the Commission has evolved, matured and become more engaged through the years. President Cole asked that we relay back to her concerns we may experience throughout the year, in order to address the problem(s) sooner. She also suggested that the Commission prioritize the items we want to accomplish this year.

PCAAD Communication

Meneghin reminded the members to share their constituency's concerns and ideas with the Commission. Members can bring these to the Executive Committee or the general meeting. Meneghin also reviewed the sub-committee goals for this year, as reported in the May 2010 report.

Affirmative Action Day

A discussion was had regarding the format for the next event. Meneghin stressed that it is important to have a speaker confirmed by mid-October. Meneghin requested that suggestions be submitted to the Executive Committee asap. The program will be finalized in the near future.

III. Old Business:

Gender Neutral Bathrooms

MacMath briefed the Commission on the gender neutral bathrooms. Over the Summer, University Facilities identified five currently existing, single-stall, gender-neutral bathrooms and replaced the older sign with one that was consistent and reads "Restroom." No other changes were made. A concern remains on accessing these facilities, since it appears that most are located in buildings that close at night, with the exception of Bohn Hall, which is accessible 24/7. Additionally, it is unclear if these facilities will be located in the new buildings.

A suggestion was made to have a PCAAD representative at the initial planning meetings regarding new buildings and/or renovations in order to discuss accessibility.

Finally, the University previously had an ADA Compliance Officer and the Commission would like to research whether this is required on campus.

Accessibility

Meneghin informed the Commission that VP Bressler indicated that the two internal doors at the Red Hawk Deck would be worked on this week.

Sponsorship

The Sponsorship Sub-Committee was formed, with Cottle, Greene, Smith, K. and MacMath agreeing to serve.

IV. Sub-Committees:

Meneghin requested the updated list of members and meeting dates from each sub-committee for the website. She re-iterated the need for more communication this year and that information be shared via the listserv.

Sponsorship

The Committee will begin work on its goals.

Mentoring

The Committee will look at the data from the campus questionnaire, explore the themes that may be evident in the results, convene focus groups, and re-launch the questionnaire in the Spring.

Recruitment and Retention

The Committee will request updated data from Human Resources, Office of Affirmative Action to review.

Education

The Committee will continue to encourage students to attend the meetings, and will discuss how to better promote Affirmative Action Day.

VII. Meeting Adjourned at 1:50 p.m.

Respectfully submitted by M. Colón