

**Montclair State University**  
**President's Commission on Affirmative Action, Equal Opportunity and Diversity**  
**General Membership Meeting**  
**November 16, 2011**

Attendance: E. Abreu, M. Cascarano, M. Coleman Carter, J. Chern, M. Colón, C. Cottle, T. Dean, A. DeSante, R. Gano, A. Gomez, J Hain, Harris, J. Holandez, A. Jeffers, L. Jenkins, L. Johns, R. Jones, P. Kirby, A. Manso, C. Matteis, A. Mayer, A. McMath, C. Meneghin, B. Milton, M. Re, D. Rodak, R. Salomon, K. Smith, L. Smith, R. Williams, R. Young

**I. Welcome:**

Meneghin called meeting at 12:10 p.m.

Re made a motion that the October 2011 minutes be approved; Matteis seconded.

With no amendments, the October 2011 minutes were approved.

**II. Standing Committees**

AAEO

The Committee will meet soon to have a conversation with students and MSU police to discuss the procedures and training officers go through. The Committee would like to explore legal procedures, as well as procedures for police filing a complaint, custody, arrests, investigations and traffic stops on campus. University Police is very eager to have the conversation with the diverse campus population to make sure there is an understanding on both ends.

Diversity

The Committee has not met and has no update. Dean informed the Commission on the Black Men Empowerment Planning Committee for the March 23<sup>rd</sup> conference. The committee is looking for co-sponsorship.

The Office of Enrollment Management Services is working on new initiatives to assist with the recruitment and retention of African American male students. Dr. Straker-Banks will be asked to meet with the Executive Committee, and then be invited to a future Commission meeting. The Commission will then make recommendations to President Cole based on information gathered.

Harris updated the Commission on his work with the Undergraduate Admissions staff on an upcoming December 8<sup>th</sup> presentation by students, alumni and staff in Willingboro. The goal is to make MSU more attractive to potential students. Factors such as socioeconomic status were explored, as well as why certain students choose not to attend MSU.

### Recruitment and Retention

The Committee updated on the upcoming December 9<sup>th</sup> Bullying programming. Peterson spoke about the website component, and encouraged members to send information they would like to share on the site. Meneghin urged the members to watch the December 9<sup>th</sup> program, and to have constituent groups have conversations on this topic.

### Mentoring

Coleman Carter updated on the Committee's work. The focus groups did not work out as anticipated, therefore, the Committee will restructure the group.

The recent IAAP and CWA program focused on mentoring and was positively received.

Thank Your Mentor Day will be held in January, and the Committee will do an assessment on this initiative. Meneghin suggested adding a "Monday Morning View" video.

Abreu updated on the lactation room issue. There is a new location in Webster Hall with 24 hour access, and a front desk staff person. Abreu asked for input and volunteers to discuss the advertising of the room, key access, and if a second location is needed.

## **III. Ongoing**

### **Meeting with VP Bressler**

#### ***Automatic Doors***

Several members recently met with VP Bressler and Mr. Mike Zanko regarding accessibility. Mr. Bressler updated that Chapin hall and Panzer are almost completed with accessible doors. The previous recommendation list, which included Memorial Auditorium and Richardson Hall, were reviewed, however, these are not fitted with automatic doors. The major renovations to Schmitt Hall (formerly Finley) do not include automatic door plans. In regards to the plans for the new SBUS and Environmental Studies locations, Mr. Bressler does not believe that automatic doors are in the plans, but he would check and follow-up.

Bressler mentioned that by law, automatic doors are not required, however. The Capstone company, who built The Heights, is not required by law to have automatic doors, and we would not be allowed to change the structures, since MSU does not own the buildings.

The Executive Committee will discuss a recommendation that the automatic doors be made the standard with new building and renovations. Beginning next year, Zanko will provide Meneghin with a campus map, to include the new removable ballers (poles) throughout the campus, which will restrict/forbid vehicular access on the main part of campus, except for emergency vehicles.

Bressler was asked about the placement of a label on the paddle doors for contact purposes. Mr. Bressler will look into this, however, he believes that they stickers would not work, since they are subject to tearing and fading.

### ***Single Person Bathrooms***

Bressler explained that there is no mandate that single stall bathrooms be in place. Meneghin commented The Commission believes that it should be a standard MSU should follow, and that if possible it should be used with companies we work with, such as Capstone.

### ***Changing Stations***

There are no changing stations in the women's or men's bathrooms frequented by families with small children, including University Hall. Bressler mentioned that this is could be an easy fix. Mayer will check buildings for changing stations and recommendations.

Bressler requested that recommendations be made asap by January, since his office will need to put these into the FY2013 budget request.

## **IV. Other**

Keiser reported that the Montclarion's "He Said/She Said" column will be discontinued, due to inappropriate content in its November 3<sup>rd</sup> issue. There had been immediate student response and complaints to a recent column.

Abreu and Williams briefly mentioned the ongoing Bias incident at the GLBT Center. No further details were provided, as it is an active investigation.

Meneghin distributed the revised "State of Affirmative Action" document from Prof. Molee's presentation at the 2008 Advance. It will be posted on the website and on BlackBoard.

The Executive Board will continue with plans to invite Assemblywoman Huttel as the Affirmative Action Day speaker.

**V. Announcements**

Meneghin acknowledged Prof. Jeffers on her receiving the Bright Idea Award. The announcement is posted on the MSU homepage.

Abreu announced the 11<sup>th</sup> Annual American Conference on Diversity on November 18<sup>th</sup> at the Rutgers Newark campus. Several PCAAEOD members will be presenting, including Abreu, Harris, Cottle, Dean, and Chern.

Meneghin reminded the members to register their cell phone numbers on E-LERTS.

**VI. Salomon motioned to adjourn the meeting; seconded by Johns; Meeting Adjourned at 1:40 p.m.**

Respectfully submitted by M. Colón