

Montclair State University
President's Commission on Affirmative Action, Equal Opportunity and Diversity
General Membership Meeting
December 14, 2011

Attendance: M. Coleman Carter, M. Colón, T. Dean, A. DeSante, R. Gano, A. Gomez, J. Harris, A. Jeffers, L. Jenkins, L. Johns, R. Jones, C. Matteis, A. Mayer, C. Meneghin, B. Milton, D. Phillips-Clark, M. Re, T. Seaboch, L. Smith, R. Young, S. Yu

I. Welcome:

Meneghin called meeting at 12:10 p.m.

Re made a motion that the November 2011 minutes be approved as amended; Matteis seconded. The November 2011 minutes were approved as amended.

II. Standing Committees

AAEO

Sensitivity Training with University Police

The Committee had a very productive meeting with representatives from University Police and student leaders. This meeting was an opportunity for members and students to better understand University Police policies and procedures. There will be a follow-up meeting scheduled to maximize the number of attendees. Meneghin suggested that Residential Education and Services be invited to encourage attendance. The meeting will also be posted on the PCAEOD website. The Commission can recommend further conversations and/or training be scheduled, depending on the summary of the next meeting.

Diversity

MacMath requested that the Commission support and sponsor the LGBT Center's "Queer People of Color Panel" on March 20th, which will be a unique discussion by students representatives. The sponsorship amount requested is \$100.

Dean presented information on the March 23rd "Empowerment Conference: From Boys to Men... Making the Transition." There will be approximately 300 minority male high school students in attendance. The full day conference will include topics such as health, education, mentorship, leadership and wellness. The goal is to increase the number of male minority students applying for and attending a college or university. Harris motioned to approve the requested \$500, seconded by Johns. The motion was approved.

Meneghin updated on the December 9th Anti-Bullying program. The video will be available at Sprague Library, and will follow-up on the request to have it available to students and staff via streaming. The Executive Committee will review the DVD

along with the Diversity Committee to decide if it can be used by constituencies in their future conversations.

Recruitment and Retention

The Committee had a phone conversation with Dr. Alyson Straker-Banks, Assistant VP for Student Academic Services, to discuss her area's efforts in the recruitment and retention of minority students. A new program was created to work with first and second year students, due to the loss of momentum some students experience after their second year. Straker-Banks informed the group that a retention committee has been formed to work with unregistered students, transfer students, and those with holds on their accounts. Finally, a review of the suspension policy is being conducted.

The Committee will review data from our sister institutions on student retention, although change will likely not occur at MSU until the next year or so., depending on the effects of the new initiatives. Meneghin asked Milton to supply data on minority faculty and staff and thanked the Committee on its continued efforts these past few years. Gomez requested the membership to email any questions to ask Straker-Banks prior to her meeting with the full Commission.

Mentoring

The committee updated that "Thank Your Mentor Day" will be held in January, with the campus announcement, updated e-cards, and Monday Morning View video suggested. In regards to the mentoring survey, the Committee is looking at a different format for the focus groups, and will talk to the Communication Workers of America (CWA) and International Association of Administrative Professionals (IAAP) members about mentoring opportunities on campus.

III. Ongoing

Affirmative Action Day Speakers

Smith updated the Commission that both Assemblywomen Huttel and Greenstein have great interest in participating, however, neither can commit to a date until mid-January when the legislative calendars are available. The event will be held at the end of February or early March, and the theme will be anti-bullying. Meneghin requested that members think about questions we can ask the Assemblywomen, such as:

1. Why did you push for New Jersey's Anti-Bullying bill?
2. Do they feel that the bill will facilitate social change?

The day's program will include break-out sessions to continue these conversations. It was suggested that the program be streamed, however, MSU does not have a streaming server on campus and would need to pay NJVid for this service. The

Commission will need to work quickly to confirm the date and collect information to promote the event.

IV. Other

Changing Stations in Bathrooms

Mayer and Rodak visited campus buildings with high visitor traffic and reported the following available changing stations: 1 in Kasser Theatre men's room; 2 in Kasser Theatre women's bathroom; 1 in Panzer Gym men's; and 1 in Panzer Gym women's. There were no changing stations in College Hall, Cali School of Music, Student Center, Memorial Auditorium, Red Hawk Diner, Recreation Center or the UN Conference Center. Mayer was asked to prepare a summary report and proposal with recommendations on areas that should have a changing station installed.

V. Announcements

Harris shared a New York Times article entitled "Loss of Public-Sector Jobs Hits Blacks Hard," which talks about the disproportion of black employees in the public sector.

Meneghin informed the members to provide the URL and brief description of any article to be posted on the Commission's site since articles will not be directly linked.

Jeffers suggested that MSU hold activities that are more connected to the Montclair community since there is a sense that MSU is not integrated enough with the surrounding communities. Suggestions included: adding MSU activities to the township's online calendar, utilizing the online "Alumni Connections" source, and using social networks such as Facebook. There is also the parking fee issue when attending an MSU event, which is looked at negatively by the community coming to a campus event. Johns reminded the members that parking services is a separate entity, and that the fees are set there. Meneghin suggested that planning ahead is important, as well as requesting the cheaper "chaser tickets" if possible.

VI. Jeffers motioned to adjourn the meeting; seconded by Johns; Meeting Adjourned at 1:35 p.m.

Respectfully submitted by M. Colón