

**HUMAN RELATIONS COUNCIL MEETING**  
**27 February 2008 – 11:00 a.m. – Chancellor’s Suite**  
**MINUTES**

|                        |                        |  |                      |  |                    |
|------------------------|------------------------|--|----------------------|--|--------------------|
| <b>MEMBERS PRESENT</b> | Simone James Alexander | Gabriel Esteban                        | Robert Martin        | Monsignor Robert Sheeran                 |                    |
|                        | Susan Basso            | Marie Foley                            | Shirley Matthews     | Maria Soares                             |                    |
|                        | Angela Berry           | Kimberly Fanko ( <i>sitting in for</i> | Grace May            | Darren Sweeper                           |                    |
|                        | Lori Brown             | <i>Guillermo Gonzalez</i> )            | Phillip Moreman      | Dianne Traflet                           |                    |
|                        | Robert Burke           | Tracy Gottlieb                         | Joan Osthues         | Viswanathan Viswa                        |                    |
|                        | Terrance Cahill        | Tara Hart                              | Erwin Ponder         | Elaine Walker, <i>Co-Chair</i>           |                    |
|                        | Trang Cao              | Ingrid Hill                            | Joseph Quinlan       | Linda Walter                             |                    |
|                        | Julieta Carraballo     | Catherine Kiernan                      | Rosario Reyes        | Thomas White                             |                    |
|                        | Therese Chidiac        | Pat Linfante                           | Christopher Sharrett | Father Anthony Ziccardi, <i>Co-Chair</i> |                    |
|                        | Marta Deyrup           | Charee Marquez                         |                      |  |                    |
|                        | <b>EXCUSED</b>         | Vikram Basava                          | Patricia Donahue     | Robert Manjrawala                        | Father James Spera |
|                        |                        | Mallory Bodhuin                        | Dennis Garbini       | King Mott                                | James Tavormina    |
|                        |                        | Sister Paula Buley                     | Guillermo Gonzalez   | Arveny Rodriguez                         | Karen Van Norman   |
|                        | Monsignor James Cafone | Lauren Jackson                         | Joseph Sandman       | Laura Wankel                             |                    |
|                        | Ki Joo Choi            | Lauren Kane                            |                      |  |                    |

| <b>TOPIC</b>   | <b>DISCUSSION / ACTION / PROPOSAL</b>  | <b>RESPONSIBILITY / TIME FRAME</b> |
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| CALL TO ORDER  | Father Ziccardi called the meeting to order at 11:09 a.m.  |                                    |
| OPENING PRAYER   | Father Ziccardi offered the opening prayer.  |                                    |
| OPENING REMARKS  | <ul style="list-style-type: none"> <li>Father Ziccardi welcomed the Council members to the meeting. He said that today’s meeting would focus on disabilities with a presentation being given by Ms. Linda Walter, Council member and Director of Disability Support Services.</li> </ul>   |                                    |
| ICE BREAKER AND PRESENTATION: <b>THE FACES OF DISABILITY AT SETON HALL</b><br>LINDA WALTER | <ul style="list-style-type: none"> <li>Ms. Walter led an icebreaker which was part of her presentation. Council members were given numbers and they were asked to match those numbers as the answers to one or more of a list of questions based on facts from Disability Support Services (DSS). The questions and answers are as follows:               <ol style="list-style-type: none"> <li>The number of students currently registered with DSS = 1153 (which is 10% of the total SHU population)</li> <li>The number of students who had a GPA of 2.5 or lower for the fall semester 2007 who are active members of DSS = 34 (active members are those who are registered and who also make use of the services of DSS)</li> <li>The number of students who are active with DSS spring semester 2008 = 524</li> <li>The average GPA of active students with DSS for the fall of 2007 = 3.217</li> </ol> </li> </ul> |                                    |

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|                          | <ol style="list-style-type: none"> <li>5. The number of undergraduate students with a GPA of 4.0 fall semester 2007 who are active with DSS = 12</li> <li>6. The five-year graduation rate of students who entered SHU in the fall of 2002 and had active services with DSS = 92.7</li> <li>7. The percentage of students active with DSS that attend the Law School = 5%</li> <li>8. The percentage of students active with DSS that are graduate students = 19%</li> <li>9. The percentage of students registered with DSS that are male = 50%</li> <li>10. The percentage of students registered with DSS that are female = 50%</li> </ol> <ul style="list-style-type: none"> <li>• DSS has been in operation for six years. When the office opened, one student came to register for services.</li> <li>• Ms. Walter gave a presentation (attached) on <i>The Faces of Disability at Seton Hall</i> through the eyes of students. Thirteen students were featured in this presentation. All of these students gave written permission to share their stories.</li> <li>• All students undergo the regular admission process to attend Seton Hall. About 25% of students who inquire about DSS are turned away because they do not meet the criteria. Students need to have substantial limitations. Universities are more stringent than grades K through 12.</li> <li>• Students learn of DSS by way of the DSS statement on their syllabus, Blackboard, the DSS website or by referral.</li> <li>• Students are given extended times on tests only. They are given reasonable accommodations to succeed in college and are not given special considerations.</li> <li>• Some of the services provided for students are: course substitution (a math or world language course that is not essential for their major can be substituted); cart services (the class work is transcribed for the student); priority registration (classes can be accommodated at certain times for the student); residence hall accommodations and handicap parking. Any student with limited mobility is given specific evacuation plans for residence hall and classroom buildings.</li> <li>• The purpose of this presentation was to get a glimpse of who these students are and to dispel myths about students with disabilities.</li> <li>• In response to a question asked on the challenges that DSS faces, Ms. Walter stated that the office budget is not an issue. The true challenge lies in that fact that DSS is understaffed for the amount of services that this office provides for students.</li> </ul> |                             |
| <p>COMMITTEE REPORTS</p> | <p><b>Awards, Recognitions, Communications – Robert Burke and Thomas White, Co-Chairs</b></p> <ul style="list-style-type: none"> <li>• The Committee will be requesting a Community announcement for recommendations for this year’s Ramon Ramos Medal. The deadline will be March 31. The award will be presented at the Student Leadership Award Program. The <i>Setonian</i> will be contacted for further announcements on this award as well as for other possible related articles. A suggestion was made for a “where are they now” program of past award recipients.</li> <li>• Under Committee review, will be <i>Setonian</i> articles and Community announcements detailing all committees of the Human Relations Council and their initiatives.</li> <li>• Pending are plans for future awards honoring outstanding SHU community members.</li> </ul> <p><b>Diversity Recruitment –Ingrid Hill and Ki Joo Choi, Co-Chairs</b></p> <ul style="list-style-type: none"> <li>• The Committee has met twice. It reviewed stats from SHU with regard to the number of full-time faculty in tenured</li> </ul>   |                             |

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|       | <p>and non-tenured track positions with regard to race. Gender is to be included in future discussions. A chapter entitled: "Faculty," from the book <i>Minorities on Campus "A Handbook for Enhancing Diversity,"</i> was distributed to Committee members for review. Additionally, discussions centered on recruiting a more diverse faculty with special emphasis on race. The Committee will continue to gather data and identify potential sources with regard to faculty recruitment and hiring and will review additional pertinent data, reports and literature. Internationalization was also discussed.</p> <ul style="list-style-type: none"> <li>The Committee discussed some of the following items for spring 2008 – Encourage students to consider careers in the academy. Provide a venue by which students can meet with selected faculty and administrators to discuss careers, possibly, during the Petersheim Expo. The Committee will follow-up on the Minority Academic Career Program (MAC) created by the state of NJ. Student Committee members will follow-up with student leaders. Remaining committee members will identify faculty and administrators.</li> </ul> <p><b>Learning Resources</b> – <i>Grace May and Maria Soares, Co-Chairs</i></p> <ul style="list-style-type: none"> <li>The Committee has had a series of meetings with limited attendance, but has been able to communicate by way of email. The Committee will continue the work that began last year to establish a comprehensive list of regularly occurring academic programs and opportunities that have to do with diversity on campus. Additional information has been received this year and the Committee will reach out to others to try to finish the list.</li> </ul> <p><b>Programming Committee</b> – <i>Rosario Reyes-Urbina, Charee Marquez and Trang Cao, Co-Chairs</i></p> <ul style="list-style-type: none"> <li>This Committee meets weekly to offer funding and to serve as a source of support for students and their cultural programming.</li> <li>Last semester the Committee co-sponsored programs such as the Clothesline Project, Breast Cancer Awareness, Circle of Unity, Social Injustice, Jena 6, and Know Your Multicultural Holidays.</li> <li>This semester, the Committee has been active in helping with Public Service Month, Women’s History Month, Black History Month, The Women’s Conference and an exhibit at the Liberty Science Center entitled, “Race: Are We so Different?”</li> <li>The Committee does not allow flyers to be displayed unless it has the Disability Support Service statement on it.</li> <li>The Committee challenges all members of the Council and the SHU community to attend the programs.</li> <li>The National Coalition Building Institute (NCBI) has a Train the Trainer program this weekend with 34 people signed up and 6 small group leaders. Under NCBI there are caucuses such as the Women’s Caucus, the Latino Caucus and a Males without Sexism Caucus will be started.</li> </ul> <p><b>Training &amp; Development</b> – <i>Therese Chidiac and Susan Basso, Co-Chairs</i></p> <ul style="list-style-type: none"> <li>Fifty percent of the Committee has been participating in meetings so Monsignor Sheeran was thanked for his announcement to help get members on board. The Committee suggested a partnership among all subcommittees for a University-wide HRC presentation possibly bringing in a guest speaker once a year. Each HRC committee would take an active part in hosting a diversity speaker and presentation, with possible breakout sessions.</li> <li>The Committee discussed bringing in Steven Robinson who does a program on diversity. He is Vietnamese and</li> </ul> |                             |

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| <p>CLOSING<br/>COMMENTS AND<br/>PRAYER<br/>MONSIGNOR<br/>SHEERAN</p> | <p>speaks on his assimilation into this country and the kinds of experiences he encountered. The Committee will look into grants and support from corporate sponsors for funding. SST Communications, a theatrical group that does presentations on diversity-related topics, is also being considered.</p> <p><b>Website Committee – Linda Walter and Darren Sweeper, Co-Chairs</b></p> <ul style="list-style-type: none"> <li>The Committee has been put on hold for a year as it was waiting for the portal to be set up for the website. Once the portal is up, decisions will be made as to what to do with the website. The Committee will work with Rob Brosnan, Director of Web and Digital Communications, to come up with ideas and present them to the Council for suggestions and decisions. The co-chairs met about two weeks ago and now that they have gathered more information, a Committee meeting will be scheduled within the next three weeks.</li> <li>The members of the Human Relations Council are appointed because of their leadership positions at the University, and Monsignor Sheeran expressed his gratitude for the time they spend on Council activities.</li> <li>Looking back over six years ago, not much was being done to help students with disabilities. It was a quiet or hidden problem, but thanks to Linda Walter and the great work of DSS, it is a successful story that needs to be told more often. Monsignor Sheeran recommended a French film, which was nominated for an Oscar, named <i>The Diving Bell and the Butterfly</i>. It is a dramatic story of a man who, as a result of a stroke, lost all mobility of his body except for one eye. He was still able to communicate by blinking. It gives insight into what so many disabled people go through in a day. At Seton Hall we have extended our hands to help students get through their days and it is a beautiful blessing. Monsignor Sheeran thanked Ms. Walter for her wonderful presentation. He offered the closing prayer.</li> </ul> |                             |
| <p>ADJOURNMENT</p>   | <p>The meeting was adjourned at 12:10 p.m.</p>  |                             |

*Respectfully submitted,  
Father Anthony Ziccardi  
Co-Chair, Human Relations Council*

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