

**CAMDEN BOARD OF DIRECTORS**  
**Rutgers, The State University of New Jersey**  
**December 5, 2016**

A meeting of the Camden Board of Directors of Rutgers, The State University of New Jersey was held on Monday, December 5, 2016 at 9:00 a.m. in the Rutgers–Camden Campus Center, Camden, New Jersey. In Mr. Rivers’ absence, Ms. Loree Jones presided as Chair *pro tempore*.

Present but not constituting a quorum were Bender, Dougherty, and Stewart.

Attending for the university administration were Haddon, Jones, and Rambert.

Also present were Shankman, faculty representative to the Board of Directors, Van Stine, graduate student representative to the Board of Directors, and Lalkia, undergraduate student representative to the Board of Directors.

**ANNOUNCEMENT PURSUANT TO CHAPTER 231, PUBLIC LAW 1975**  
**(OPEN PUBLIC MEETINGS ACT)**

Ms. Jones, Secretary of the Rutgers–Camden Board of Directors, announced that pursuant to Public Law 1975, Chapter 231 (Open Public Meetings Act), public notice of this meeting was filed on November 22, 2016 with the Office of the Secretary of State of New Jersey and four newspapers, the *Cherry Hill Courier-Post*, the *New Brunswick Home News Tribune*, the *Philadelphia Inquirer* (Cherry Hill) and the *Newark Star-Ledger*. Public notice of the meeting was posted in the following University libraries: the Alexander Library, New Brunswick; the Dana Library, Newark; and the Robeson Library, Camden. In addition, notice of this meeting was posted on the Camden Board of Directors website.

**CONFLICT OF INTEREST STATEMENT**

Ms. Jones asked the board members if they had read the meeting agenda and supporting documents and if anyone had a possible conflict of interest to disclose. No conflicts were reported.

**ROLL CALL**

Ms. Jones called the roll for attendance. Mr. Bender, Dr. Dougherty, and Mr. Stewart were present. Mr. Rivers and Mayor Redd were absent.

**APPROVAL OF MINUTES OF THE SEPTEMBER 13, 2016 MEETING**

In the absence of a quorum, minutes of the September 13, 2016 meeting previously distributed to the Board were to be voted on for approval by electronic vote.

**CHANCELLOR’S REPORT**

Chancellor Haddon provided the Board with an update on important happenings since the last Board meeting on September 13, 2016.

Chancellor Haddon announced that Ms. Lora Fong, having accepted a position at the Attorney General's Office of the State of New Jersey, resigned from the Rutgers University Board of Governors and the Rutgers University–Camden Board of Directors. Chancellor Haddon and members of the Board expressed their appreciation for Ms. Fong's strong leadership and years of dedicated service.

The year-long celebration of Rutgers University's 250<sup>th</sup> anniversary concluded on Charter Day, November 10. Throughout Rutgers University, A Day of Revolutionary Thinking was celebrated to showcase alumni success and scholarship. Students and faculty benefitted from presentations made by distinguished alumni in a variety of classes. Rutgers University–Camden chose the occasion to build upon the tradition of the Rutgers–Camden Finest by inducting 21 new members into the distinguished group. Among them were Board members Mayor Dana Redd and Mr. Sandy J. Stewart.

Enrolling its first class in fall 2016, the Bridging the Gap Program has succeeded in strengthening access for students to a world-class Rutgers degree. Enrollment has increased, and metrics demonstrate that increased numbers of first-year, first-generation students and those who identify as African American or Hispanic have availed themselves to this opportunity, the first of its kind among New Jersey's public four-year universities and colleges. Qualifying income levels, based on adjusted gross income (AGI), have been expanded from two to three categories, now offering greater support at the middle income level: beginning in fall 2017, 75 percent tuition support will be offered for students whose families have an AGI of \$60,001 to \$80,000.

A memorandum of understanding was renewed with the University of Havana at an international conference on Cuba held at Rutgers University–Camden from October 31 to November 3. The conference brought together dignitaries and scholars to work out in more detail what the university-wide partnership will entail. Rutgers University–Camden will collaborate with the University of Havana on five areas: computational science, community leadership, health, arts and humanities, and environmental science. In March 2017, a group of university administration and faculty will travel to Cuba to continue the collaboration, to learn more about specific projects, and to visit additional research centers over which the University of Havana has purview.

Chancellor Haddon provided a brief update on the planned expansion of Rutgers University–Camden's physical footprint. The Alumni House, the first of its kind on any Rutgers campus, celebrated its opening on October 8. Construction of the Nursing and Science Building is progressing, and a mid-spring opening is anticipated. In addition to its many state-of-the-art features, a telepresence classroom is being built in the Nursing and Science Building to link classes of 150 students at Camden and New Brunswick. A smaller telepresence classroom currently links the law schools at Camden and Newark, enabling students from the two campuses to interact and to take a wider variety of courses.

Chancellor Haddon concluded her presentation by answering questions from Board members.

### **UPDATE ON FACULTY DIVERSITY**

Chancellor Haddon introduced Prof. Stacy Hawkins, associate professor of law, and Dr. William Whitlow, professor of psychology, to provide an update on efforts of the Chancellor's Committee on Institutional Equity and Diversity (CIED) to promote faculty diversity at Rutgers University–Camden.

Prof. Hawkins, co-chair of the CIED, provided an overview of the committee's history and scope. Reconstituted under then-Chancellor Wendell Pritchett, the committee, which is charged with focusing on faculty diversity, continues to receive strong support from Chancellor Haddon. Building on ad hoc mentoring workshops and networking events, the committee's efforts have become more systematized under the leadership of Chancellor Haddon. The committee has developed a subcommittee structure that focuses on three areas: faculty diversity hiring, diversity events, and faculty retention/mentoring.

Prof. Hawkins indicated that hiring diverse faculty is one challenge, but it is also important to develop new faculty to retain them and foster their growth. She highlighted some of the recent efforts to support faculty. First, Rutgers University–Camden has become an institutional member of the National

Center for Faculty Development and Diversity (NCFDD), an organization with 90 other member institutions that provides networking opportunities and resources for faculty development. The resources are available to all faculty (full-time and part-time), post-doctoral fellows, and graduate students. Second, with funding from Barbara Lee, senior vice president for academic affairs, and the chancellor's office, a mini-grants program has been instituted to support scholarship, teaching, and networking activities of junior faculty. Last year, among other opportunities, mini-grants enabled junior faculty to travel abroad for summer research and present at conferences. The program has been renewed this year.

Dr. Whitlow, a member of the CIED, gave an overview of initiatives to hire diverse faculty at Rutgers University–Camden. By enabling job applicants to optionally self-identify ethnicity, the Recruitment, Onboarding, and Classification System (ROCS) promotes the creation of diverse candidate pools. Care is also taken to create diverse search committees. Increased funding from central administration has also helped Rutgers University–Camden to more competitively recruit diverse job candidates. Recently, this funding enabled Rutgers University–Camden to recruit Pulitzer Prize-winning poet Prof. Gregory Pardlo to the faculty of the MFA program in creative writing.

Prof. Hawkins and Dr. Whitlow concluded their presentation by answering questions from Board members.

#### **OLD BUSINESS**

Ms. Jones directed the Board's attention to old business. There was no old business.

#### **NEW BUSINESS**

Ms. Jones directed the Board's attention to new business and introduced Mr. Michael Van Stine who had requested to update the Board on University Senate charges that affect the campus.

There was no further new business.

#### **ADJOURNMENT**

Ms. Jones asked if there was any further business. Hearing none, she called for a motion and a second to adjourn the meeting at 10:00 a.m.

Minutes prepared and submitted by,

Michele L. Robinson  
Rutgers University–Camden Chancellor's Office