



AMISTAD COMMISSION MEETING

Agenda

December 16, 2022

1: 00 PM -3: 00 PM

Teams Meeting

- I. Public Session: Call to Order
- II. Pledge of Allegiance
- III. General Introduction and Overview: Dr. Edwards (2 Minutes)
 - A. New Executive Director Introduction: **(Attachment III-A: Pages 2-6)**
- IV. Review of the Minutes from the June 24, 2022, Meeting : **(Attachment IV: Page 7) (4 Minutes)**
- V. Update on the Revisions to Bylaws: Commissioner Lavonne Bebler-Johnson. *(10 Minutes)*
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VI. Vote on the Approval to Establish an Executive Committee of the Amistad Commission: Dr. Edwards : **(Attachment VI: Page 8) (5 Minutes)**
- VII. Meeting Schedule for 2023: Dr. Edwards/Vice Chair Ship-Freeman
 - A. Virtual and In-Person Dates: January, March, June, September, December *(10 Minutes)*
- VIII. NJEA Conference Report: Dr. Edwards **(Attachment VIII; Page 9) (5 Minutes)**
- IX. Summer Institutes 2023 (July): Dr. Edwards *(20 minutes)*
 - A. K-6 Institute: Designed for Teachers in Elementary Schools
 - B. 7-12 Institute: Designed for Teachers in Middle and High Schools
 - C. Structure: 2 regions (South and North Jersey)
 - D. Purpose: Inclusive Content and Pedagogies on US history and culture time periods/themes
 - E. Focus and content developed with teachers and administrators from 3-5 model districts
 - F. March presentation to the Commission with April promotions to educators
- X. Executive Director's Report: Dr. Lamy **(Attachment IX: Pages 10-12). (5 Minutes)**
- XI. Other Discussion Items Not Included on the Agenda *(2 Minutes)*
- XII. Future Agenda Items for the Next Board of Commissioners Meeting *(2 Minutes)*
- XIII. Open Public Comments and Remarks: General Public
- XIV. Adjournment

Dr. Patrick J. Lamy

 Bloomfield, NJ
  973-650-7774
  patlamy1@gmail.com
  [LinkedIn](#)

Senior Academic Executive

A highly qualified and experienced higher education professional with 30+ years in senior leadership overseeing student affairs and academic activities. Proficient in spearheading student services and support functions with a focus on academically and financially challenged traditional/non-traditional student groups. Skilled in identifying student needs and developing prevention/intervention strategies to improve institutional success and student satisfaction. Adept to initiate and nurture strong synergism between academic institutions, civic organizations, local communities, and governmental entities.

Areas of Strengths

Leader/Mentor	High Intelligence	Collaboration
Senior Management	Professional Development	Team Building
Strategic Planning	Diversity, Equity, and Inclusion	Problem Resolution

Professional Experience

Bloomfield College, Bloomfield, NJ

Vice President for Student Affairs and Community Relations (2019–2021)

- Senior member of the Executive Cabinet and led the planning, development, coordination, and oversight of critical student services. Designed and presented a four-year DEI strategic transition process. Initiated and nurtured relationships with local and regional stakeholders. Reported to the College President and the Vice President for Student Affairs and Community Relations.
- Investigated identified opportunities to collaborate with Bloomfield officials and area communities, along with local businesses, economic development groups, chamber organizations, and community groups to further the goals and reputation of the college. Served as a point of contact between the college and external partners to support the college's mission.
- Researched and presented a multi-year strategy to identify revenue sources and opportunities to increase support for the college in collaboration with public policy and advocacy groups to promote an integrated local, state, and federal engagement and communications strategy.
- Counseled the president on critical initiatives and opportunities for the institution to interact with local and community entities and external partners identified as revenue sources for the mission of the college. Contributed expertise to preparing and submitting state and federal grant requests.
- Assessed community service and civic engagement activities and identified additional opportunities for coordinated partnerships. Monitored local, state, and federal legislation to evaluate the potential impact on the institution. Advised college leadership regarding significant legislative action with serious implications for the decision-making or operational aspects of the college.

Vice President for Student Affairs/Dean of Students (2004–2019)

- Oversaw all aspects of critical student services, which included athletics, career development, counseling, educational opportunity programs, food and health services, residence housing, safety, spiritual life, and student leadership. Managed a \$14.5M student affairs budget.
- Served as one of six senior administrators participating in strategic and long-range planning for the college. Spearheaded long-term planning, organizational structure, and the development of student life activities. Promoted the integration of a co-curricular learning environment with in-class instruction and activities.
- Established and implemented institutional policies and procedures to support employees and students. Designated as the campus expert for co-curricular assessments of student learning outcomes and student feedback with campus services and resources. Responded to and resolved staff/student concerns and issues.
- Coordinated multi-level data collection, studies, and surveys to monitor critical student matrixes, including matriculation, performance, retention, and satisfaction. Designated as a chief advisor to the president of AICUNJ, CACC Division II, NASPA, and other local/national organizations. Served as the Chair of the President's Taskforce on Student Retention.
- Served as a senior-level administrator to perform accreditation reviews of the Middle States Association of Colleges and Schools. Prepared and submitted reports to local, state, and federal agencies and the Office of the President.
- Led student recruiting and retention efforts, marketing programs, and outreach programs to enhance cultural diversity and the global experiences of all students. Evaluated the performance of senior-level direct reports to ensure coordinated staff efforts to attain strategic goals of the division and college.

Associate Dean for Student Affairs (2000–2004)

- Supervised various student affairs areas, including athletics, campus security, chaplain, extra-curricular activities, counseling center, food and health services, residence housing, and student ID center.
- Directed freshman orientation activities, diversity education, and student leadership activities. Collaborated with academic affairs to oversee student achievement of academic and personal excellence. Designated as the lead judicial officer to handle student behavioral matters.
- Designed and implemented crisis management policies and procedures. Administered a portion of the multimillion-dollar division budget. Also developed and support campus-wide student policies and procedures manuals.
- Teamed with the Vice President of Student Affairs to develop goals that aligned with the institutional strategic plan. Coordinated with the VP to conduct staff evaluation and performance reviews. Planned and support professional development training for student affairs personnel.

Affirmative Action/Equal Employment Officer (2000–2004)

- Oversaw the administration and enforcement of state and federal affirmative action policies. Collaborated with HR and legal counsel to respond to allegations and/or violations of human civil rights and liberties.
- Teamed with institutional divisions and legal advisors to resolve workplace-related issues and responded to charges of discrimination and sexual harassment on behalf of students and staff.
- Developed, implemented, and monitored institutional employee recruitment and hiring practices. Advised academic and non-academic departments and divisions to implement institutional affirmative action goals.
- Organized affirmative action and equal employment training for employees and students. Prepared and submitted an annual report detailing the affirmative action status of the institution.

Prior Bloomfield College roles: Assistant Dean/Director of Residence Life, Educational Opportunity Fund Counselor, and Residence Life Coordinator.

Education

Doctorate (Ed.D.)

Higher Education Administration and Policy/Organizational Leadership
Seton Hall University

Master of Arts

Education and Human Services
Student Personnel Management and Personal Counseling
Montclair State University

Bachelor of Arts

Biology/Pre-Medical
Caldwell University

Committees/Project Teams

Strategic Planning Council-Chair
Diversity, Equity, and Inclusion Taskforce-Chair
AAC&U Diversity and Learning National Conference Planning Committee
Annual Fund-Raising Committee–Bloomfield College (Raised \$1M)
Association of American Colleges and Universities Conference Planning Team Campus
Master Planning Group
College Emergency Response Team-Chair
Diversity Education Programs Planning Group- Former Chair
Information Technology Committee
Middle States Accreditation Steering Committee
NASPA Conference Program Reviewer for Submitted Proposals
National Conference for Community and Social Justice
National Council on Alcoholism and Drug Dependence Committee
New Jersey Legislative Action Committee for Association of Independent Colleges
President’s Retention Taskforce-Chair
President’s Sexual Harassment Policies Compliance Governing Board-Chair
Scott Academy for Professional Development Committee (NASPA) Editorial Board Member
Student Affairs Outcomes Assessment Committee-Chair
Student Affairs Professional Development Committee-Chair

Fund Raising/Grant Writing

E-Sports Program Development and Launch. \$150K (10/2019–12/2021)
Faculty Co-Curricular Innovation Grant. \$140K (7/2007–7/2019)
Student Emergency Loan Fund. \$140K (7/2005–7/2017)
Presbyterian Church USA
Synod of the Northeast–New Way Forward Chaplain Grant. \$37,500 (9/2015)

Predominantly Black Institution (PBI) Grant–US Department of Education. \$1.2M (5/2009–5/2011)
 Presbyterian Church USA
 Post 9/11 Wellness and Spiritual Healing Staffing Initiative Continuance. \$65K (7/2003)

Conferences

NASPA Conference (2009–2019)
 NJ Sexual Assault and Awareness Trainings (2010–2019)
 Congressional Black Caucus Conference – Washington, D.C. (2010–2012)
 ACPA Conference (2006 and 2009)
 NJ Emergency Response Training Conference (2007–2009)
 NASPA Legal Issues in Higher Education Conference (2006)
 NASPA Assessment of Student Learning Outcomes Institution (2006)
 CIC Joint AA/SA Conference (2006)

Presentations

Exploring Careers in Student Affairs Montclair State University, NJ (2019)
 Coaching for Student Success and Retention: The First Year Personal Coaching Program NASPA
 Retention Conference, Denver, CO (2014)
 Engaging Parents in the First Year of College NASPA Conference, Baltimore, MD (2014)
 Self-Discovery and Personal Empowerment NAACP NJ, Montclair NJ (2012)
 Black Identity St. Peters University African American Association (2012)
 Creating Seamless Learning Environment: Bridging Curriculum and Co-Curriculum NASPA
 Conference. Phoenix, AZ (2012)
 Exploring Careers Seton Hall University, South NJ (2012)
 Self-Empowerment and Life Mastership Newark Emergency Services for Families, Newark NJ (2011–2012)
 Gang Life in Essex County and the Road to High School Graduation Youth Counseling Service, Newark NJ (2012)
 Effective Decision-Making Caldwell College (Now-Caldwell University) (2009)
 College Survival 101 St. Peters College (Now: St. Peters University) (2009)
 Starting Engaged Learning Initiatives on Campuses that Are Systemic and Substantive
 Association of American Colleges and Universities, Burlington, VT (2006)

Publications

Koplik, E. and Lamy, P., Self-Efficacy: Relationship Between Depression and Health Risk Behaviors in First Year
 College Students. (Submission MS#1885) (2013)
 Lamy, P., Bridging the Cultural and Scholarly Divide Between Academic Affairs and Student Affairs Towards
 Collaborations to Strengthen Student-Centered Learning (2006)
 La Bare, M., Lamy, P., and Van Dyk, S., Diversity as a Shared Practice. American Association of Colleges and
 Universities (AAC&U) Diversity Digest, Vol. 9 (2005)
 Lamy, P., An Analysis of Recruitment, Orientation Practices, and Support Services Available to a Northeastern
 Liberal Arts College's First Year Educational Opportunity Fund (EOF) and Non-EOF Students (2003)
 Lamy, P., The American College Student in Transition. Doctoral Coursework titled The American College Student
 (2002)

Affiliations

American College Personnel Administration (ACPA)

American Counseling Association (ACA)

Association for the Study of Higher Education (ASHE)

National Association of Student Personnel Administrators (NASPA)

New Jersey Association for Affirmative Action in Higher Education (NJAAAHE)

The Amistad Commission

Summary of Proceedings Before the Amistad Commission on Monday, July 18, 2022

1:00 p.m. Meeting convenes via Zoom and teleconference and adjourns immediately to Executive Session to discuss personnel and legal issues.

2:00 p.m. Meeting reconvenes to consider the agenda items. The meeting began with the Pledge of Allegiance followed by two agenda items for consideration.

These are items scheduled for a vote during the meeting. The duties and responsibilities of the Commission's Executive Director were reviewed. The Chair's Recommendation: That the Commission adopt the job duties and responsibilities of the Commission's Executive Director, as required by law, and reflected in a job posting to be publicly advertised. The duties and responsibilities were approved for posting.

The Commissions discussed the creation of Standing Committees. The Chair recommended That the Commission establish and appoint Members to the following Committees: • Bylaws and Governance Committee • Finance Committee • Personnel Committee. The Standing Committees were approved by the Commission.

The meeting adjourned after the above agenda items were covered.

Summary of Proceedings Before the Amistad Commission

on

Wednesday, October 19, 2022, 3:00 p.m.

A special meeting convened on Wednesday October 19th via zoom and adjourned immediately to Executive Session to discuss personnel and legal issues.

The meeting reconvened at 3:30 pm to begin the agenda items beginning with the Pledge of Allegiance.

There was an item scheduled for a vote at the meeting. There was an introduction to discuss personnel matters in the relation to the Amistad Commission's Executive Director. The Chair recommended that the Commission consider the appointment of the Executive Director of the Amistad Commission. The Commission approved the appointment of the new Executive Director.

The meeting adjourned after the vote on the Executive Director Position.

Present Commissioners:

Lillie Johnson Edwards, Ph.D. Chair
 Patricia A. Atkins, Esq.
 The Honorable Lavonne Bebler Johnson
 Rosie Andrea Grant
 Rev. Derrick Green
 Fatima Heyward
 Danielle M. Jones
 Khyati Y. Joshi, PhD
 Angelica Allen-McMillan, Ed.D., NJDOE
 Commissioner
 The Honorable William D. Payne
 Tom Puryear

Jason J. Redd, J.D., M.C.R.P., B.S.
 Andrea Roseborough-Eberhard
 Joyce Ship-Freeman
 Kenyatta Stewart, Esq.
 Nyeema C. Watson, Ph.D.
 Asm. Anthony J. Iacono, Ed.D.
 Sen. Troy Singleton (D-7)
 Samuel D. Thompson (R-12)
 Asw. Verlina Reynolds-Jackson, (D-15)
 Asm. Antwan McClellan-(R-1)
 NJDOE Staff:
 Julie Bunt, Chief of Staff

Attachment VI**Voting Item: Approval to Establish an Executive Committee****Motion**

The Amistad Commission shall have an Executive Committee which shall include the Chair and Vice Chair of the Commission, and the chairs of all standing committees. The Chair and Vice Chair of the Commission shall serve as Chair and Vice Chair of the Executive Committee.



The Amistad Commission

From: Chair, Dr. Lillie Johnson Edwards
Commissioner Ane Roseborough-Eberhard
Date: Submitted for the December 18, 2022 Amistad Commission Meeting
Re: 2022 New Jersey Education Association Annual (NJEA) Convention

The Amistad Commission, created by the NJ state legislature and signed into law by Gov. Jim McGreevey in 2002, has participated in NJEA conventions since 2003. At its June 24, 2022 meeting, Amistad Commissioners expressed concern that the Commission's presence and participation had become inconsistent, noted that the convention is the largest statewide gathering of K-12 educators and administrators, and prioritized consistent, annual participation in the NJEA statewide convention starting in 2022.

In response to the Commission's concern, Commission Chair, Dr. Lillie Johnson Edwards, and Commissioner Ane Roseborough-Eberhard created three Amistad Commission sessions for the 2022 NJEA convention. Approximately 20 educators, administrators, and staff representing urban, rural, and suburban districts from throughout New Jersey attended each session. Since all sessions were held in the same convention center room, Commissioner Roseborough-Eberhard and our K-12 presenters lined the room with posters of African American icons in science and mathematics, politics, industry, athletics, social justice, and other subject areas. Commissioner Roseborough-Eberhard also distributed Black history buttons donated from the Gilder Lehrman Institute of American History (NYC) to all participants and she posted photographs of the sessions on social media platforms: Twitter, Instagram, and Facebook. Each session ended with participants' applause and verbal appreciation for what they had heard and learned. Participants also suggested ways the Commission could further help teachers and schools infuse African Americans into the curriculum.

Amistad Commission 2022 NJEA Convention Sessions

Thursday, Nov. 10. Session 1: 11:00 - 12:30 pm

"Amistad Commission Conversation: School District and Community Curriculum Revision Leadership"

Description: A conversation on the role school and community leadership play in successfully and strategically infusing African Americans into the K-12 curriculum

- Commissioner Ane Roseborough-Eberhard, Weehawken H.S. Educator, Introductions
- Dr. Lillie J. Edwards, Chair, NJ Amistad Commission, Moderator
- Dr. Christine Johnson, Superintendent of Schools, Hoboken, NJ, Guest Panelist

Thursday, Nov. 10. Session 2: 1:00 pm - 2:30 pm

"Amistad Commission Workshop: Infusing African Americans into the K-5 Curriculum"

Description: Best practices, resources and model lessons that infuse African Americans into the K-5 curriculum

- Ane Roseborough-Eberhard, Weehawken H.S. Educator, Moderator/Facilitator
- Dr. Lillie J. Edwards, US, African American, and World History Professor
- Dr. Davida Lindsay-Harewood, Montclair H.S. Educator and Curriculum Consultant

Friday, Nov. 11. Session 1: 11:00 am - 12:30 pm.

"Amistad Commission Workshop: Infusing African Americans into the 6-12 Curriculum"

Description: Best practices, resources and model lessons that infuse African Americans into the 6-12 U.S. and world history curriculum

- Commissioner Ane Roseborough-Eberhard, Moderator/Facilitator.
- Theresa Maughan, Presenter, East Orange STEM Academy Educator and 2022 NJ Teacher of the Year
- Elliott Johnson, Presenter, Elizabeth H.S. Educator
- Dr. Davida Lindsay-Harewood, Presenter, Montclair H.S. Educator and Curriculum Consultant



AMISTAD COMMISSION

Executive Director's Report

The Executive Director (ED) officially started on November 28, 2022. The ED's office is currently located on the third floor of Building 100, room 3145. The ED's direct office line is (609) 376-3524.

The ED was asked to create a plan for the first 100 days in office prior to his hiring. A copy of the working plan is included below. Since the ED's arrival on November 28th, he met with Human Resources for new employee orientation; completed an ethics in state government training; met with members of the Governor's Cabinet and the Department of Education; the Amistad Office staff as a group and individually; and the Holocaust Commission Staff. A meeting is also scheduled this week to finalize the Memorandum of Agreement between the Department of Education and the Amistad Commission.

Over the past two weeks, the ED reviewed several internal documents including the Transition Plan which was provided by the Department of Education. Some of the major priorities identified over the past two weeks include the development of a new website, planning for critical spring events and the Summer Institute for Teachers. There is also a need to evaluate critical operational procedures within the Amistad Office.

The next few weeks will involve several meetings to establish immediate connections and partnerships with NJ county level superintendents: district superintendents and several advocacy groups including NJEA. During the early part of the spring, a Strategic Planning Council will be created to begin the process of developing a five-year Strategic Plan for the organization. Commissioners, internal and external community partners will be invited to join the Strategic Planning Council.

There is a lot of important work to be done over the next several months. The Amistad Office is excited to embark on a new chapter that will continue to successfully accomplish the mission and intent of the Amistad Legislation.

“Celebrating Amistad's 20th Anniversary, Embracing the Present and Reimagining the Future.”

First 100 Days

I passionately believe that one person's vision should not solely steer the direction of an organization. Alternately, it is my position that the collection of ideas to guide the future of the Amistad Commission must be developed and representative of the entire Amistad Community.

After twenty years of impactful work in New Jersey, the new Executive Director (ED) is presented a grand opportunity for involvement, inclusion, and unification. Creating a new plan will involve the collaboration of internal and external constituents including the Board of Commissioners, the Commissioner of the New Jersey Department of Education, the team in the ED's central office, community partners, school districts, parents/families, and higher education leaders. As a former higher education partner of Amistad, I understand and appreciate the value of collaboration and partnership. In conceptualizing ideas and actions during the first hundred days as ED of the Amistad Commission, I am honored to share the following in priority order.

Days 1-20

- Schedule group and individual meetings with members of the Board, Commissioner, direct staff, and major community partners. The purpose of these meeting is to further clarify expectations of all internal and external constituents.
- Review all existing annual reports for the past ten years to have a historical scope and foundation to move the organization forward.
- Review the most current Strategic Plan and begin discussions on initiatives that will continue or sunset over the next five years.

Days 21-40

- Review all external communication platforms (*website, social media, and all marketing materials created for the organization*). The goal is to assure current, accurate and updated information.
- Create a Strategic Planning Committee with representatives from the Board, community partners and school leaders, and former/current students. The group will be co-chaired by the ED with a charge to create a five-year Strategic Plan for the organization.

Days 41-60

- Develop an assessment plan to get a clear and solid pulse on how NJ schools are championing and meeting the goals of Amistad.
- Identify the types of strategies that are being implemented in schools to infuse the history of Africans and African Americans into the social studies curriculum.
- Identify the steps taken in the past five years to assure that New Jersey teachers are equipped to effectively teach the revised social studies core curriculum content standards.
- Research the number of events that have been successfully organized in the past five years in terms of workshops, seminars, institutes, memorials, and events to raise public awareness about the importance of the mission of the Amistad Commission.

Days 61-80

- Begin internal conversation on potential expansion of the Malcolm Bernard Historically Black Colleges and Universities College Fair to also include a separate forum for Predominantly Black Institutions (PBI) and Minority Serving Institution (MSI). This addition would broaden access for students who are not strictly considering HBCUs. This could also apply to the scholarship program as well.
- Evaluate the current operational budget and staffing in the central office, and begin exploration of supplemental sources of funding

Days 81-100

- Present a First-Hundred Days Report to the Board with a series of recommendations to create a five-year Strategic Plan with measurable objectives with key performance indicators and an annual assessment plan.

Closing Remarks

This document provides a general summary of some of the activities of the ED during the first hundred days on the job. This summary only identifies major activities and initiatives. Day-to-day tasks were intentionally omitted from the summary. Through collaboration and team effort, the ED will review historical data, solicit community-wide input, survey and assess organizational goals, and create a basis to develop a new five-year Strategic Plan.

I look forward to your thoughts/reactions and hope to have the opportunity to receive your guidance and assistance in creating new possibilities for the future of the Amistad Commission.