

MINUTES

MEETING OF THE BOARD OF TRUSTEES OF THE WILLIAM PATERSON UNIVERSITY OF NEW JERSEY

Friday, September 16, 2022

The meeting was called to order at 9:00 a.m. in the 1800 Valley Road Board Room. Trustees were both in attendance and participating via virtual platform.

BOARD MEMBERS PRESENT: Ms. Cortez (virtual), Mr. Galandak (virtual), Mr. Gruel, Mr. Guarasci (virtual), Mr. Lenahan, Ms. McDowell (virtual), Mr. Neilley (virtual), Ms. Niro (virtual), Mr. Pesce (virtual), Ms. Scipio, Mr. Seeve, Mr. Taylor (virtual), Dr. Zastocki (virtual), and President Helldobler.

ABSENT: Ms. Rodriguez, Mr. Velli.

OTHERS PRESENT: Interim Chief Information Officer Dr. Bartle, Vice President Boucher-Jarvis, Vice President Dr. Cammarata, Vice President Dr. de Veyga, Vice President Ferguson, Associate Vice President Garvey, Vice President Goldstein, Chief of Staff Mc Laughlin Vignier, Provost Dr. Powers, General Counsel Reardon Henry, Vice President Dr. Ross, Ms. Oleski, administrators, faculty, and others.

ANNOUNCEMENT CONCERNING ADEQUATE NOTICE OF MEETING:

In accordance with the "Open Public Meetings Act," the Chairperson publicly announced and had entered into the minutes that "adequate notice" of this meeting was provided. In compliance with the Statute, this notice was posted in advance on the University's web page and distributed to The Herald News, The Record, and The Star Ledger more than 48 hours prior to this meeting.

It was moved and seconded to adopt the following resolution:

9-22-1 - RESOLUTION, TO MOVE INTO EXECUTIVE SESSION

At approximately 10:45 a.m., the Public Session resumed.

Chair Seeve welcomed everyone to the in-person and virtual meeting. He stated that Chief of Staff Mc Laughlin Vignier informed him that one person had requested to address the Board and gave adequate notice to do so.

Chair Seeve then read the University's Land Acknowledgment.

President Helldobler briefly recognized Dr. Lori Ciccomascolo, visiting ACE Fellow from the University of Rhode Island and the newly appointed Executive Director of the Office of Sponsored Programs at William Paterson, Dr. Anthony Mayo. Drs. Ciccomascolo and Mayo introduced themselves and thanked the President and Board members for welcoming them to the campus.

It was moved by Mr. Gruel and seconded by Mr. Lenahan to adopt the following resolution:

APPROVAL OF MINUTES JUNE 9, 2022, BOARD OF TRUSTEES MEETING:

The minutes of the June 9, 2022, Board Meeting were approved as distributed.

CHAIR'S REPORT:

Chair Seeve explained that many agenda items had been discussed at the Committee meetings held on September 8, 2022 and provided a brief report on the presentations and agenda items that were discussed. He stated that the Finance, Audit, and Institutional Committee reviewed several bid waivers and received an update from Vice President Reg Ross on the preliminary census data for Fall 2022. Mr. Seeve reported that President Helldobler provided a presentation to the Committee on the Strategic Plan and the progress being made on the Branding and Identity work, and Vice President Ferguson updated the Committee on Institutional Advancement. Mr. Seeve noted that the Educational Policy and Student Development Committee heard a report on Academic Programs from Provost Powers and Associate Provost Lincoln and the Personnel and Compensation Committee heard from Ms. Annette Baron on the Summer Learning and Development Sessions and also discussed confidential matters.

Mr. Seeve reported that the President has been in regular and frequent contact with the Board to keep them up to date on several vital University issues, including enrollment challenges affecting the University's budget, as well as campus highlights and positive points of pride. He thanked President Helldobler and the Cabinet for the work they continue to do as the leadership of William Paterson University and noted that the Board remains confident in them to guide us through these tough times that require difficult decisions.

PRESIDENT'S REPORT:

President Helldobler began by thanking Dr. Susanna Tardi, Professor and AFT President, for her partnership in advancing our efforts in Trenton for additional funding. He also mentioned that thanks to a grant, the Child Development Center would be enrolling 30 students from Prospect Park. The President stated that his full written report was included in the materials for this meeting.

He mentioned that it had been a busy summer and spoke of two of the many successes including the opening of the newly renovated Wayne Dining Hall and the opening of the Child Development Center. He reported that there had been a lot of great press coverage and the student response to the new facilities and food has been overwhelmingly positive. He thanked Dr. Miki Cammarata, VP of Student Development, and her team in Hospitality Services, as well as Mr. Kevin Garvey, Associate Vice President for Administration, and his team for their work in getting these projects completed over the summer. President Helldobler highlighted some of the Summer programs including the *Access to STEM Pathways through Integrated Research and Engagement* program in the College of Science and Health, as well as the College of Arts, Humanities, and Social Sciences ASPIRE program and the College of Education's aspiring teachers' program. The President stated that these programs allow us the opportunities to connect with potential future students and also provide our current students with essential experiences outside of the classroom.

President Helldobler reported that William Paterson is nationally recognized among the top LGBTQ-friendly campuses by the Campus Pride Index and received a 4.5 rating out of 5. He also noted that the University made significant gains in several categories in the *U.S. News and World Report Best Colleges* rankings, including jumping from 90 to 75 in "Best Regional Universities-

North”, improving from 26 to 19 in “Top Public Regional Universities-North”, and being listed for the first-time in the “Best Value School” and “Best College for Veterans” categories. He also stated that William Paterson ranked 21 in “Social Mobility” and rose from 388 to 247 in the national rankings for undergraduate nursing programs. Chair Seeve congratulated the President and all involved in the improved national rankings.

President Helldobler’s written report is included in the Board Materials and is incorporated into the minutes of this meeting.

EXECUTIVE COMMITTEE REPORT

Chief of Staff Loretta Mc Laughlin Vignier briefly reported on the action items that took place at the Executive Committee meeting on June 27, 2022, and stated that Committee members were provided with two bid waivers during this meeting. She reported that the first bid waiver was to increase the agreement with Devils Arena Entertainment by \$13,000.00 to cover final expenses for costs associated with the May 2022 undergraduate Commencement ceremony at the Prudential Center and the second bid waiver was to authorize entering into a revised agreement with EAB Global to add the Comprehensive Research Partnership services. She reported that the Committee reviewed and approved both bid waivers.

PRELIMINARY CENSUS FOR FALL 2022:

Vice President Ross reported on the preliminary census data for Fall 2022. He began his report by briefly reviewing the summary slide of his presentation and noting the 12 cardinal KPI’s. He reported that the estimated final census is below goal because it is mainly driven by the main-campus headcount which has dropped by 15%, which is strongly related to the full-time undergraduate headcount. VP Ross then reviewed the positive graduate headcount data and stated that the numbers are related to WP Online and the growing undergraduate count. He reported that the first-year retention rate is currently estimated to be at 71.5% and he does not anticipate that changing. He noted that the four-year graduation rate will likely remain at 30% and there has been a substantial improvement in the non-returning student numbers. VP Ross mentioned that William Paterson is currently ranked 44 out of 1,550 institutions in the College Net Social Mobility Index, which was a substantial increase from our ranking of 90th last year. He briefly reviewed the negative key enrollment drivers that include the decrease by 15% of main-campus enrollment numbers driven solely by the drop in full-time undergraduate headcount for main campus, the university headcount decreasing by 3.0%, first-time retention increasing by 4% overall, and a smaller entering class. He also discussed the positive key enrollment drivers that include the increase for WP Online by 56.8%, graduate enrollment increasing by 14.5%, increases in first-year retention for Resident, EOF, First Gen, Male, Female, Black, and Hispanic students, and the improvement in terms of inquiries at the beginning of the 2023 recruitment cycle by 26%.

VP Ross also mentioned that although we are seeing a slightly smaller full-time first-time entering class than expected, we’re also beginning to see signs of recovery. He reported that Mr. Stephen Quinn, the new Associate Vice President for Enrollment Management, joined the team in May 2022 and that the University now has a full complement of freshmen recruiters. He noted that according to NJ SURE data, William Paterson is one of four schools with growth at the graduate level. VP Ross mentioned that he wants to close the achievement gap between men and women, as male students exceeded the first-year retention rate as compared to female students. He briefly mentioned checklist items that were given to students and reviewed the enrollment details, including the 7% increase in transfer students and 6% decrease in non-returning students so far.

Mr. Seeve thanked VP Ross for his report.

UNIVERSITY STRATEGIC PLAN APPROVAL AND BRANDING & IDENTITY UPDATE

President Helldobler provided a brief update on the progress of the University's Strategic Plan and stated that the decision was made to design a shorter plan rather than a longer plan. He noted the four pillars that include adult-learning, alternative credentials and certificates, attrition, and decolonization. He summarized the process of how certain topics were brought to the top of the list based on campus community discussions and from there, the four pillars were identified and created. He reviewed how each Working Group submitted their reports to the centralized Committee who then reviewed and submitted them to the President and Cabinet members, and finally to the Board for review prior to approval. He noted that decolonization is a cultural issue and that work on the Mission Statement has not yet concluded. President Helldobler mentioned that Provost Powers and Professor Mark Ellis would be vetting the draft Mission Statement with members of the University Council, Faculty Senate, and the Student Government Association for further feedback. The President noted that the final Mission Statement would be brought to the Board for approval at the March 2023 meeting.

Trustee Pesce mentioned that he had been engaged in the University's previous Strategic Plan processes and that this time around, it has been very different in terms of being adaptive to the change going on around us. He stated that the four pillars presented, as well as the branding and identity process, are all related to the university's growth and financial issues. He noted that he has participated in several of the meetings along the way and found that the faculty and staff have been inspirational, caring, and compassionate when they spoke about the university and are all very engaged. Trustee Pesce said that he felt we have the foundation of a great Strategic Plan and our execution has to be top-notch over the next four years.

Following the discussion, Board members voted and the new Strategic Plan was approved.

CARDINAL KPI UPDATE

President Helldobler briefly reviewed the university's updated cardinal KPI's. He stated that he believed we would hit our goal for both the four- and six-year graduation rates and noted the substantial growth in retention to 71.5%. He thanked Ms. Linda Refsland, Executive Director, Academic Success Services, Ms. Carmen Ortiz, Executive Director, EOF and Academic Achievement, and all the College Deans for their work. He reported that the non-returning student number fell short at 2,318 students, however, we are beginning to move in the right direction. The President noted that 84% of students are reporting work or post-baccalaureate studies post-graduation, which puts us 7.4% above the national benchmark. He mentioned that he would like to increase the average salary number in the next few years as well. He discussed how the student engagement goal has been tough to reach with students not being on campus over the last year, but the numbers are getting better. President Helldobler stated that there was an increase to 16:3 in the faculty to student ratio and thanked Provost Powers and Dr. Jonathan Lincoln, Associate Provost for Curriculum and International Education, for their hard work. However, the President noted his caution concerning further increases to the faculty to student ratio because of the potential increase in class size and making sure each student is getting a quality education. He thanked Vice President Cammarata, Ms. Mary Alice Barrows, Associate Director, Career Services, and the College Deans, for their work in getting to the NACE post-graduation outcomes. The President noted that the revenues displayed in the KPI chart met or exceeded their goal due to one-time COVID-19 relief monies and the average direct debt service coverage, as well as the healthy ratios of the expendable financial resources to operations

numbers. He concluded his report by lauding the work of Institutional Advancement in exceeding their Annual Donor Contributions goal and congratulated Vice President Ferguson, Ms. Wren DiGisi, Director of Annual Giving, and her team on this achievement. He also stated that although the division did not meet their goal for total assets of the foundation, it was a volatile market.

GOVERNMENT AND COMMUNITY AFFAIRS REPORT:

Vice President de Veyga provided his Government Affairs report as part of the Board materials. Dr. de Veyga mentioned the four facilities grant applications that were reviewed during the Finance, Audit, and Institutional Development Committee meeting being put forward to the State and that we are working very closely with the AFT and the Governor's Office regarding the request for additional funding. He stated that he would keep everyone updated as more information was received.

FINANCE, AUDIT AND INSTITUTIONAL DEVELOPMENT COMMITTEE REPORT:

Mr. Lenahan reported that the Finance, Audit, and Institutional Development Committee met on September 8, 2022. He noted that the Committee met privately with internal auditor, Ms. Ellen Caravella, prior to the meeting.

Mr. Lenahan stated that the Committee heard presentations from President Helldobler on the Strategic Plan and the Branding and Identity process, as well as the updated university cardinal KPI's. He mentioned that Vice President Ross provided a preliminary census report for Fall 2022 and Dr. Gamin Bartle, Interim Chief Information Officer and Mr. Kevin Garvey, Associate Vice President for Administration, reviewed the Higher Education Capital Facilities Grant applications with Committee members. Associate Vice President and Chief Financial Officer Tim Lever discussed the university's All Funds report and presented background material on resolutions regarding the Capital Budgets, the establishment of a digital resource access fee, and answered questions from Committee members regarding the six bid waiver requests. Vice President Ferguson also provided a brief update to the Committee on the work of the Institutional Advancement division.

The following resolutions were recommended for approval by the Board:

It was moved by Mr. Gruel and seconded by Ms. Cortez to adopt the following resolution:

9-22-2 – RESOLUTION, FISCAL YEAR 2024 CAPITAL BUDGET REQUEST

The resolution was unanimously adopted.

It was moved by Mr. Seeve and seconded by Dr. Zastocki to adopt the following resolution:

9-22-3 – RESOLUTION, ESTABLISHMENT OF DIGITAL RESOURCE ACCESS FEE

The resolution was unanimously adopted.

It was moved by Mr. Seeve and seconded by Ms. Cortez to adopt the following resolution:

9-22-4 – RESOLUTION, HIGHER EDUCATION CAPITAL FACILITIES PROGRAMS GRANT APPLICATIONS

The resolution was unanimously adopted.

It was moved by Mr. Seeve and seconded by Ms. Cortez to adopt the following resolution:

9-22-5 – RESOLUTION, BID WAIVERS (CONSENT AGENDA)

The resolution was unanimously adopted.

EDUCATIONAL POLICY AND STUDENT DEVELOPMENT COMMITTEE REPORT:

Mr. Pesce reported that the Educational Policy and Student Development Committee met on September 8, 2022. He provided a brief update by reviewing his four takeaways from the meeting which included the university's strong online enrollment despite overall enrollment challenges, the impetus to move forward with the Strategic Plan and ensure its proper execution, the favorable KPI performance, and the positive update regarding accreditation we received from Associate Provost Jonathan Lincoln.

PERSONNEL AND COMPENSATION COMMITTEE REPORT:

Mr. Neilley stated that the Personnel and Compensation Committee met on September 8, 2022, and reviewed personnel matters brought forth by the administration subsequent to the June 9, 2022, Board Meeting. He noted that the meeting was open to all Board and Cabinet members who are involved in personnel decisions. Mr. Neilley mentioned the presentations the Committee received from President Helldobler on the Strategic Plan and Branding and Identity and Ms. Annette Baron, Talent Acquisition and Learning and Development, on the Summer Learning and Development program. He thanked Ms. Baron for her informative presentation and all the summer learning workshop presenters who took the time to create and offer these learning opportunities to the William Paterson staff. Mr. Neilley stated that General Counsel Reardon Henry briefly discussed ongoing litigation matters.

The following resolutions were recommended for approval by the Board:

It was moved by Ms. McDowell and seconded by Mr. Seeve to adopt the following resolution:

9-22-6 – RESOLUTION, VARIOUS PERSONNEL MATTERS (CONSENT AGENDA)

The resolution was unanimously adopted.

It was moved by Mr. Gruel and seconded by Ms. Cortez to adopt the following resolution:

9-22-7 – RESOLUTION, GRANTING OF EMERITUS STATUS, SEPTEMBER 16, 2022

The resolution was unanimously adopted.

Mr. Guarasci asked what having emeritus status included and Chief of Staff Mc Laughlin Vignier stated that faculty members granted emeritus status will be allowed to keep their university email address and have use of the Cheng Library. President Helldobler congratulated Professor Paul Swanson in the Cotsakos College of Business, who was in attendance and thanked him for his many years of service to the campus community.

Mr. Neilley congratulated all the faculty members on their new emeritus status.

NOMINATIONS AND GOVERNANCE COMMITTEE

Mr. Galandak reported that the Nominations and Governance Committee met on September 8, 2022. During the meeting, he stated that Chief of Staff McLaughlin Vignier provided the Committee with a brief update on feedback she received from the Board and Cabinet retreat held in June 2022 and provided information regarding the election of officers, which are taking place at today's meeting.

Mr. Galandak informed Board members in attendance that an email was sent to them a short time ago with a link to use for Board Officer elections. Board members voted anonymously during the meeting and results were tabulated for each of the three individual officer positions. In a unanimous vote, all current Board officers were elected to remain in their current positions until September 2023.

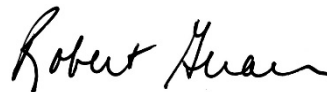
Mr. Galandak welcomed new student trustee, Ms. Kourtney Scipio, to her first full board meeting and thanked Mr. Donovan Taylor for continuing in his role as a voting student trustee. Mr. Galandak stated that it was appreciated and important to have student voices at the table.

OTHER BUSINESS

Mr. Seeve thanked all the Committee Chairs and Officers for their willingness to continue in their respective roles as Committee Chairs on the board. He reminded everyone that the next Board meeting will take place on Friday, November 18.

There being no further business, a motion was made to adjourn the meeting. It was moved and seconded, and the meeting was adjourned at 11:53 a.m.

Respectfully submitted,



Robert Guarasci, Secretary
William Paterson University
Board of Trustees

APPENDIX 1
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

9-22-1 RESOLUTION, TO MOVE INTO EXECUTIVE SESSION

WHEREAS: The New Jersey Open Public Meetings Act, N.J.S.A.10:4-6 et seq., permits the public's exclusion from certain portions of the Board meeting; now therefore be it

RESOLVED: That The William Paterson University Board of Trustees move into closed session to discuss matters pertaining to personnel issues including various appointments and resignations, attorney-client privileged communication, a review of active litigation matters, and real estate matters, and be it therefore

RESOLVED: That any actions taken in closed session will be made public as required by law.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

APPENDIX 2E
MINUTES OF BOARD OF TRUSTEES
EXECUTIVE COMMITTEE
JUNE 27, 2022 MEETING

6-22-2E RESOLUTION, BID WAIVER, EAB GLOBAL, INC.

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for contracts in excess of \$100,000; and

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and

WHEREAS: The University has determined the need to broaden our services provided by EAB Global, Inc. associated with the Comprehensive Research Partnership, that will help facilitate institutional priorities in the areas of Career Outcomes, Administrative Efficiency, and Institutional Advancement to support the reduction of costs and benchmark William Paterson against other institutions; and

WHEREAS: The purchase of these services is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (15) and (19); and

WHEREAS: The Vice President for Strategic Initiatives and University Relations has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations; and

WHEREAS: The Executive Committee, on behalf of the Board of Trustees, approves this expenditure herein; therefore, be it

RESOLVED: That the Executive Committee, on behalf of the Board of Trustees, authorizes the University President or his designee to enter into a revised agreement with EAB Global, Inc., of Richmond, Virginia, in an amount not to exceed \$147,000 in FY2023, \$154,425 for Fiscal Year 2024 and \$154,425 for Fiscal Year 2025.

Adopted by the Board of Trustees Executive Committee of The William Paterson University of New Jersey at its June 27, 2022 meeting.

APPENDIX 2
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

9-22-2 RESOLUTION, FISCAL YEAR 2024 CAPITAL BUDGET REQUEST

RESOLVED: That the Board of Trustees of William Paterson University approves transmittal of the Fiscal Year 2024 seven-year Capital Budget Request to the Department of Treasury. The 2024 General Funds request is for \$79,488,000.

Acknowledges preparation and authorizes submission of a request for Capital Funding consistent with requirements of the State budget process. These listed projects are all included in the University's Three-Year Capital Project list and/or the Long-Term Campus Facilities Master Plans. This report is an annual requirement of the State, yet we have not received any capital funds through the annual capital appropriation process since Fiscal Year since 2000.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

APPENDIX 3
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

**9-22-3 RESOLUTION, ESTABLISHMENT OF DIGITAL RESOURCE
ACCESS FEE**

WHEREAS: William Paterson University of New Jersey has acknowledged the extraordinary costs of books and materials for students; and

WHEREAS: The University's current bookstore vendor, Follett, provides digital resource materials at a reduced cost.

WHEREAS: The Board of Trustees of William Paterson University of New Jersey has by statute the authority to establish tuition and fees for the operation of the University; therefore, be it

RESOLVED: That, effective Spring 2023, the Board of Trustees of William Paterson University of New Jersey establishes the Digital Resource Access Fee to be assessed based on the following tiers:

<u>Cost of Digital Materials</u>	<u>Fee</u>
Tier 1 - 1.00 - 29.99	\$ 30.00
Tier 2 - 30.00 - 49.99	\$ 50.00
Tier 3 - 50.00 - 79.99	\$ 80.00
Tier 4 - 80.00 - 99.99	\$ 100.00

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

APPENDIX 4
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

9-22-4

RESOLUTION APPROVING AND AUTHORIZING THE UNDERTAKING AND IMPLEMENTATION OF FOUR PROJECTS CONSISTING OF THE RENOVATION OF AND ADDITIONS TO THE RECREATION & HEALTH SCIENCES CENTER, THE RENOVATION OF THE SHEA PERFORMANCE CENTER, THE UNIVERSITY CAMPUS INFRASTRUCTURE MODERNIZATION PROJECT, AND THE WILLIAM PATERSON DIGITAL TRANSFORMATION: WORKDAY STUDENT PROJECT, AND AUTHORIZING THE FINANCING OF ALL OR A PORTION OF THE PROJECT THROUGH PROGRAM(S) MADE AVAILABLE BY THE STATE OF NEW JERSEY FOR NEW JERSEY INSTITUTIONS OF HIGHER EDUCATION AND OTHER AVAILABLE FUNDING SOURCES; APPROVING AND AUTHORIZING THE FORM OF THE APPLICATION TO THE SECRETARY OF HIGHER EDUCATION FOR PARTICIPATION IN SUCH PROGRAMS AS ARE APPLICABLE TO THE PROJECTS WITH SUCH CHANGES AS ARE APPROVED BY THE OFFICERS OF THE INSTITUTION DESIGNATED HEREIN AND THE SUBMISSION OF THE APPLICATION TO THE SECRETARY OF HIGHER EDUCATION; APPROVING AND AUTHORIZING THE EXECUTION AND DELIVERY OF ANY AND ALL AGREEMENTS IN CONNECTION WITH UNDERTAKING, IMPLEMENTING AND FINANCING THE PROJECTS IN THE FORMS APPROVED BY THE OFFICERS OF THE INSTITUTION EXECUTING SUCH AGREEMENTS; AND DESIGNATING AND AUTHORIZING THE OFFICERS OF THE INSTITUTION TO TAKE THE AFOREMENTIONED ACTIONS AND TO TAKE ANY AND ALL SUCH OTHER ACTIONS DEEMED NECESSARY OR DESIRABLE TO UNDERTAKE, IMPLEMENT AND FINANCE THE PROJECTS.

WHEREAS: The Board of Trustees (the "Board") of The William Paterson University of New Jersey (the "Institution") desires to approve the undertaking, implementation and financing of four projects (the "Projects") consisting of the Renovation of and Additions to the Recreation & Health Sciences Center, the Renovation of the Shea Performing Arts Center, the University Technology Infrastructure Modernization Project, and the William Paterson Digital Transformation: Workday Student Project; and

WHEREAS: The Board commits to using the grant funds for the purpose set forth in the Program-specific Project Eligibility Criteria; and

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

- WHEREAS: The Board desires to approve the aggregate costs of the four Projects paid and or financed through all sources in the not to exceed aggregate amount of \$62,031,707 (\$40,000,000 for the CIF Fund, \$15,000,000 for the HEFT, \$2,765,707 for the HETI Fund and \$2,266,000 for the ELF Fund), and
- WHEREAS: The Board desires to finance all or a portion of the Projects through one or more of the hereinafter defined Programs made available by the State of New Jersey (the "State") for certain projects of New Jersey institutions of higher education (the "Programs"); and
- WHEREAS: The Programs are the Higher Education Capital Improvement Fund Act, N.J.S.A. 18A:72A-72 et seq. ("CIF"); and the Higher Education Facilities Trust Fund Act, N.J.S.A. 18A:72A-49 et seq. ("HEFT"); the Higher Education Technology Infrastructure Trust Fund Act, N.J.S.A. 18A:72A-59 et seq. ("HETI"); and the Higher Education Equipment Leasing Fund Act, N.J.S.A. 18A:72-40 et seq. ("ELF"); and
- WHEREAS: The Board has determined that the four Projects will assist in serving the needs of its students and providing a benefit to the Institution; and
- WHEREAS: The Board desires to approve financing of all or portions of the four Projects through CIF, HEFT, HETI and ELF Fund Programs; and
- WHEREAS: Portions of the four Projects may also be financed by bonds issued by the New Jersey Educational Facilities Authority which bear tax-exempt interest for federal income tax purposes ("Tax-Exempt Bonds"), commercial loans or funds otherwise available to the Institution; and
- WHEREAS: In order to provide maximum flexibility and most efficient borrowing costs, the Board wishes to authorize financing the Projects through CIF, HEFT, HETI, and ELF (the "Proposed Programs"), issuance of Tax-Exempt Bonds, commercial loans and funds otherwise available to the Institution or any combination thereof (the "Financing Structure"); and
- WHEREAS: The Board wishes to approve the form of the Application to be submitted to the Secretary of Higher Education (the "Secretary") for the Proposed Programs for the four Projects, and to designate and authorize officers of the Institution to take necessary and desirable actions to undertake, implement and submit to the Secretary the Application for the Projects; and
- WHEREAS: The Board hereby approves the 2012 Academic Zone Master Plan, the 2003 Campus Facilities Master Plan and the 2018-2020 Information

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

Technology Plan of the Institution in the forms attached hereto as Exhibit A and authorizes and directs the officers designated in this resolution to include these three plans in the Applications approved herein; and

WHEREAS: The Board desires to authorize certain officers of the Institution to determine the Financing Structure which is most economically advantageous to the Institution provided the Financing Structure includes utilization of the Proposed Programs, and take all action necessary or beneficial to accomplish the financing of the Projects including the financing of capitalized interest, if any, and other costs of issuing any debt including, Tax-Exempt Bonds or other financings (“Financing Costs”); and

WHEREAS: The Board reasonably expects to reimburse expenditures for costs of the Projects paid prior to issuance of Tax-Exempt Bonds or any debt bearing interest which is exempt from gross income for federal income tax purposes which will fund an applicable Project and/or Program; now, therefore, be it

RESOLVED: By the Board of William Paterson University as follows:

Section 1. The Board approves the four Projects and authorizes the undertaking, implementation and financing of the Projects for a maximum aggregate amount of \$62,031,707 (\$40,000,000 for the CIF Fund, \$15,000,000 for the HEFT, \$2,765,707 for the HETI Fund and \$2,266,000 for the ELF Fund) including Financing Costs. The Board hereby approves the 2003 Campus Facilities Master Plan, the 2012 Academic Zone Master Plan, and the 2018-2020 Information Technology Plan in the form attached hereto as Exhibit A.

Section 2. The Board approves the financing of all or any portion of the four Projects through the CIF, HEFT, HETI and ELF Fund Programs. The Board approves the Application for funding of the Projects through such Programs in the form submitted to the Board and authorizes and directs the herein defined Designated Officers to submit such Application to the Secretary with such changes, modifications and additions as are approved by the Designated Officers and such changes, modifications and additions shall be conclusively evidenced by the submission of the Application to the Secretary. The Board expressly directs and authorizes the Designated Officers to submit the 2003 Campus Facilities Master Plan, the 2012 Academic Zone Master Plan and the 2018-2020 Information Technology Plan in the Application for any Program for which it is required. The Board acknowledges and agrees that approval of the Application and receipt of funds pursuant to the Programs will obligate the Institution to: (a) provide

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

funds for the operation and maintenance of the Projects, (b) contribute to the cost of the Projects; (c) pay all or a portion of debt service on Tax-Exempt Bonds issued to fund the Proposed Programs as applicable; and (d) fulfill other conditions imposed under the Programs and hereby directs and authorizes the Designated Officers to certify such acknowledgement and agreement as part of the submitted Application. The Designated Officers are hereby authorized and directed to fulfill all conditions of the Proposed Programs including without limitation providing for the operation and maintenance of the Projects and using available funds of the Institution to pay for such operation and maintenance and to satisfy conditions of the Proposed Program to contribute to the cost of the Projects and/or debt service on Tax-Exempt Bonds issued to fund the Proposed Programs from available funds of the Institution.

Section 3. The Board further authorizes the financing and approves the financing of all or any portion of the four Projects with Tax-Exempt Bonds, commercial loans and other funds available to the Institution and through the Financing Structure determined to be most economically advantageous to the Institution by the by the President and the Associate Vice President for Administration, and the Associate Vice President for Finance and Chief Financial Officer (the "Designated Officers"). The Designated Officers are expressly authorized and directed to determine such Financing Structure provided that the Financing Structure includes utilization of Programs which are approved by the Secretary for financing the four Projects.

Section 4. Michael A. Seeve, Board Chairperson; Robert Guarasci, Board Secretary; Loretta McLaughlin Vignier, Chief of Staff to the President and Board of Trustees; Richard J. Helldobler, President; and Timothy Lever, Associate Vice President for Finance and Chief Financial Officer (each an "Authorized Officer") are each hereby authorized and directed to approve, execute and deliver any and all agreements necessary to undertake, implement and finance the Projects and any and all other financing documents and instruments in the form approved by the Authorized Officers executing the same in the name of and on behalf of the Board of William Paterson University, in as many counterparts as may be necessary, and to affix or impress the official seal of the Institution thereon and to attest the same and such execution and attestation will be conclusive evidence of the approval of the form and content of such agreements and other documents and instruments necessary to undertake, implement and finance the Projects and to pay Financing Costs including through the financing thereof. The Authorized Officers are further authorized and directed to do and perform such other acts and to take such other actions as may be necessary or required, or which may be deemed

to be appropriate to implement the purposes of this resolution to undertake, implement and finance the Projects and Financing Costs and the payment and/or repayment thereof.

Section 5. This Resolution is a declaration of the official intent of the Institution that the Institution reasonably expects and intends to reimburse expenditures for costs of the four Projects paid prior to issuance of Tax-Exempt Bonds or other tax-exempt debt issued to fund the Projects/Programs ["Applicable Tax-Exempt Debt"] in accordance with Treasury Regulation Section 1.150-2 and that the maximum principal amount of the Tax-Exempt Debt expected to be issued to finance costs of the four Projects including amounts to be used to reimburse expenditures for such costs paid prior to the issuance of such Tax-Exempt Debt is \$62,031,707 (including Financing Costs).

Section 6. All resolutions, orders and other actions of the Board of the Institution in conflict with the provisions of this resolution to the extent of such conflict are hereby superseded, repealed or revoked.

Section 7. This Resolution shall take effect immediately; and be it further

RESOLVED: That no further approvals by the Board are necessary to implement this Resolution.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

APPENDIX 5
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

9-22-5 RESOLUTION, BID WAIVERS (CONSENT AGENDA)

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding; therefore for non-prevailing wage contracts in excess of \$100,000, and

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding, and

WHEREAS: The Law requires that such waivers shall be approved by the Board of Trustees, and

WHEREAS: At its meeting of September 8, 2022, the Finance, Audit and Institutional Development Committee of the Board of Trustees reviewed proposed waivers as detailed in the list below, and

WHEREAS: The Finance, Audit and Institutional Development Committee reviewed the rationale and projected expenditure amount for each waiver, documentation citing each waiver's basis in the New Jersey State College Contracts Law, explanatory memos from the appropriate University staff members providing specific details about each waiver and discussed responses to questions posed by trustees to staff about specific waivers, and

WHEREAS: The Vice President for Strategic Initiatives and University Relations has certified that there are sufficient budgeted funds available to pay the expenses authorized, and that the process employed in recommending these actions complies with all applicable statutes and regulations, and

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approve the following bid waivers, further specific details of which are enumerated in the attached documents, therefore, be it

RESOLVED: That the Board of Trustees of William Paterson University of New Jersey approves the waivers described in the attached documents.

VENDOR	AMOUNT NOT TO EXCEED
Crown Castle Fiber LLC	\$99,600 for Fiscal Year 2023 \$99,600 for Fiscal Year 2024 \$99,600 for Fiscal Year 2025
EBSCO Industries, Inc.	\$548,000 for Fiscal Year 2023 \$586,000 for Fiscal Year 2024
Elsevier / Science Direct	\$154,000 for Fiscal Year 2023 \$161,000 for Fiscal Year 2024
Lyrasis, Inc.	\$172,000 for Fiscal Year 2023 \$198,000 for Fiscal Year 2024
Ologie LLC	\$650,000 for Fiscal Year 2023 \$950,000 for Fiscal Year 2024
Proquest Information and Learning	\$252,000 for Fiscal Year 2023 \$290,000 for Fiscal Year 2024

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

APPENDIX 5
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

BID WAIVER, CROWN CASTLE FIBER LLC

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$100,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: The University has determined that it needs updated internet services and distributed denial of services protection; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (19) information technology; and
- WHEREAS: The Associate Vice President and Chief Financial Officer has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations; and
- WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein; therefore, be it
- RESOLVED: By the Board of Trustees that the University President or his designee be authorized to enter into an agreement with Crown Castle Fiber LLC, of Houston, Texas, in an amount not to exceed \$99,600 for Fiscal Year 2023, \$99,600 for Fiscal Year 2024, and \$99,600 for Fiscal Year 2025 for a total of \$298,800.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

APPENDIX 5
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

BID WAIVER, EBSCO INDUSTRIES, INC.

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$100,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: The University has determined that it requires subscription services related to EBSCO's database products; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (6); and
- WHEREAS: The Associate Vice President and Chief Financial Officer has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations; and
- WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein; therefore, be it
- RESOLVED: By the Board of Trustees that the University President or his designee be authorized to enter into an agreement with EBSCO Industries, Inc., of Dallas, Texas, in an amount not to exceed \$548,000 for Fiscal Year 2023, and \$586,000 for Fiscal Year 2024, for a total of \$1,134,000.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

APPENDIX 5
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

BID WAIVER, ELSEVIER / SCIENCE DIRECT

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$100,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: The University has determined that it requires subscription services for database products; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (6); and
- WHEREAS: The Associate Vice President and Chief Financial Officer has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations; and
- WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein; therefore, be it
- RESOLVED: By the Board of Trustees that the University President or his designee be authorized to enter into an agreement with Elsevier Science Direct, of New York, New York, in an amount not to exceed \$154,000 for Fiscal Year 2023, and \$161,000 for Fiscal Year 2024, for a total of \$315,000.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

APPENDIX 5
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

BID WAIVER, LYRASIS, INC. (BILLING AGENT FOR WALDO)

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$100,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: The University has determined that it requires subscription services related to electronic journals, e-books and database products; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (6); and
- WHEREAS: The Associate Vice President and Chief Financial Officer has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations; and
- WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein; therefore, be it
- RESOLVED: By the Board of Trustees that the University President or his designee be authorized to enter into an agreement with Lyrasis, Inc., of Atlanta, Georgia, as the billing agent for WALDO, in an amount not to exceed \$172,000 for Fiscal Year 2023, and \$198,000 for Fiscal Year 2024, for a total of \$370,000.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

APPENDIX 5
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

BID WAIVER, OLOGIE LLC

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$100,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: The University has determined that it needs to continue the development and implementation of an integrated marketing plan; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (15) professional consulting services; and
- WHEREAS: The Associate Vice President and Chief Financial Officer has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations; and
- WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein; therefore, be it
- RESOLVED: By the Board of Trustees that the University President or his designee be authorized to enter into an agreement with Ologie LLC, of Columbus, Ohio, in an amount not to exceed \$650,000 for Fiscal Year 2023 and \$950,000 for Fiscal Year 2024.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

APPENDIX 5
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

BID WAIVER, PROQUEST INFORMATION AND LEARNING

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$100,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: The University has determined that it requires subscription services related to electronic database products, resource sharing and a services platform; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (6); and
- WHEREAS: The Associate Vice President and Chief Financial Officer has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations; and
- WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein; therefore, be it
- RESOLVED: By the Board of Trustees that the University President or his designee be authorized to enter into an agreement with Proquest Information and Learning, of Chicago, Illinois, in an amount not to exceed \$252,000 for Fiscal Year 2023, and \$290,000 for Fiscal Year 2024, for a total of \$542,000.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

APPENDIX 6
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

9-22-6 RESOLUTION, VARIOUS PERSONNEL MATTERS (CONSENT AGENDA)

RESOLVED: That the Board of Trustees approves the various personnel matters as recommended by the President including a tenure upon hire, graduate assistantship appointments, Fall 2022 master tutor budget, Fall 2022 adjunct assignments, Fall 2022 overload assignments, appointments, temporary appointments, leaves of absence, resignations, retirements, and various changes in employee status, and directs that the actions be listed in the minutes of this meeting.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.



MEMORANDUM

To: Personnel and Compensation Committee

From: Ms. Loretta Mc Laughlin Vignier
Chief of Staff to the President and Board of Trustees

RE: Executive Summary – Personnel Actions

Date: September 1, 2022

Included for Committee review are the following personnel actions and a resolution approving the various personnel actions taken by the University.

1. **Resolution, Various Personnel Matters (Consent Agenda)**

2. **Tenure Upon Hire for Dr. William Ernst**

In 2014, New Jersey statutory law was changed to allow for tenure upon hire for faculty and administrators who have previously achieved tenure at a regionally-accredited four-year institution of higher education. The number of such hires with tenure is limited by law to 15% of the total number of new, full-time, tenure-track faculty hired at the institution in the prior academic year, or one faculty member, whichever is greater. The President has approved the award of tenure upon hire for incoming Director of the Psy.D. Program of the Department of Psychology, William Ernst. Dr. Ernst will have a concurrent faculty appointment as Associate Professor in the Department of Psychology in the College of Arts, Humanities and Social Sciences. Dr. Ernst will begin his position on January 1, 2023.

3. **Graduate Assistantship Appointments**

Academic Affairs has provided a list of continuing and new Graduate Assistantships, along with a list of graduate students whose assistantships have ended, either due to their completion of their graduate studies, or for other reasons. The costs vary for these positions and cannot be simply enumerated. Additionally, they provide services to the University and to academic departments.

4. **Fall 2022 Master Tutor Budget**

The Academic Success Center has provided a list of thirteen tutors who will provide instructional support to students in the following academic disciplines: Mathematics, Italian, Spanish, French, German, Reading Comprehension, ESL, Writing and Grammar, Music, Anthropology, Sociology, History, Philosophy, and Geography. The total maximum cost for the tutors is \$34,356.00.

5. **Fall 2022 Adjunct Assignments Report**

6. **Fall 2022 Overload Assignments Report**

7. Various Personnel Matters

The spreadsheet shows personnel matters at the University that have been affected since the last Board Meeting on June 9, 2022, including appointments, temporary appointments, re-appointments, leaves of absence, resignations, retirements, and change in employment status.

Administrative and Faculty Appointments

Since the Board of Trustees last met, the University has made nineteen administrative hires. They include the Director, Accessibility Resource Center, Advisement Specialist – Nursing, Information Specialist, Desktop Systems Administrator, Head Field Hockey Coach, Associate Director of University Admissions, Director of Accreditation and Education Innovation, Assistant Director for Greek Life CASL, Academic Success Specialist, Men’s Head Soccer Coach, Program Director and Instructor, Sociology & Criminal Justice, Development and Donor Event Coordinator, Graduate Advising & Professional Enhancement Coordinator, Executive Director, Office of Sponsored Programs, Simulation Coordinator, Assistant Football Coach, Radio Station General Manager, Sports Information Director, and Assistant Director for Professional Certifications. We have also hired four Clinical Instructors in Nursing, all are non-tenured track personnel (“NTTP”) with varying contract lengths, and five teachers in the Child Development Center (SC-10 Mo). There is also one Assistant Professor hire in the Sociology and Criminal Justice department (NTTP 2(22), 12 Mo) and one in the nursing department. Those positions are listed in the attached list of Personnel Matters.

Total Cost: \$2,163,975.09

Temporary Appointments

The University has made fourteen temporary hires for this academic year – one Project Specialist P/T in Computer Science, one Project Specialist in Computer Science, one Project Specialist in the Office of the Controller, one Health Promotion Specialist in Public Health, one Interim Nursing Department Chair (Professor), one Grant Funded Position (Project Specialist) in Biology, one STEM Transfer Success Coordinator (ASPIRE Grant) (Project Specialist P/T), one Associate Provost, one Director of Coalition & Prevention Services for United for Prevention in Passaic County, one Instructor in Music (Asst. Prof. One Year Only), one Instructor (10 Mo – One Year Only) in Biology, one Instructor (10 Mo – One Year Only) in Public Health, and one Instructor (10 Mo – One Year Only) in Communication Disorders and Sciences.

The salaries for these positions = \$995,886.75

There is one part-time Project Specialist (Grant Funded) in Computer Science with a \$25.00 hourly rate.

There is one part-time Project Specialist in Computer Science with a \$17.00 hourly rate.

Leaves of Absence

This academic year we have four faculty members on leave.

Total cost for the academic year = \$400,642.69

APPENDIX 6
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

TENURE UPON HIRE, WILLIAM ERNST

- WHEREAS: William Ernst was appointed Director of the Psy.D. Program in the Department of Psychology commencing on January 1, 2023, following a national search for the position, and
- WHEREAS: Dr. Ernst has an established record as a teacher, researcher, and scholar and has been granted tenure at his previous institution, and
- WHEREAS: The Dean of the College of Humanities and Social Sciences, and the Senior Vice President for Academic Affairs and Provost, have reviewed and certified his credentials as appropriate for the granting of tenure on hire, and the President approves the recommendation; and
- WHEREAS: N.J.S.A. 18A:60-8 permits the Board of Trustees to grant tenure on hire in a State College or University; therefore, be it
- RESOLVED: That the Board of Trustees of the William Paterson University of New Jersey confers tenure as Associate Professor of Psychology upon Dr. William Ernst, effective January 1, 2023.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.

CONTINUING 20-Hour GRADUATE ASSISTANTS (2nd or 3rd year)

	<u>Name</u>	<u>Program Of Study</u>	<u>Assignment</u>
1	Asberry, Tyra	Clinical & Counseling Psychology	Educational Opportunity Fund Program
2	Barclay, Dakarai	Jazz Studies & Performance	Music
3	Barry, Emma	Prof. Counseling Mntl	Public Health
4	Batista, Genesis	MBA Business Finance	Center for Entrepreneurship
5	Cruz, Enrico	Communication Disorders	Communication Disorders & Sciences
6	Gentile, Alexa	Prof. Counseling	Elementary & Early Childhood Ed/ Teacher Education: PreK-12
7	Gunaydin, Bilge	Music Jazz Arranging	Music
8	Guzman, Alexander	MBA Business General	New Student Programs
9	Hajiyev, Samir	Applied Business Analytics	Economics & Finance
10	Kaefer, Matthew	Jazz Studies & Performance	Annual Giving
11	Lauret, Samantha	Communication Disorders	Student Enrollment Services
12	LaVielle, Erin	Communication Disorders	Communication Disorders & Sciences
13	Lindenburg, Ben	Music Jazz Arranging	Music
14	Llanos, Daniel	Professional Communication	Prospect Research
15	Marulanda, Alexandra	Prof. Counseling	IRT
16	Neville, Daniel	Music	Academic Success Center
17	Nunez, Luis	Applied Mathematics	Mathematics Sciences
18	O'Brien, Shannon	Communication Disorders	Accessibility Resource Center
19	Pauly, Ashley	Exercise & Sport Studies	Kinesiology
20	Porcaro, Dominique	Clinical Psychology	Office of Testing
21	Rehawi, Tamara	Communication Disorders	Communication Disorders & Sciences
22	Rimal, Arohan	Clinical & Counseling Psychology	Office of Student Transitions
23	Salimbene, John	MFA Creative & Professional Writing	English

CONTINUING 10-hour APPOINTMENT (2nd or 3rd year)

1	Agbugui, Amanosi	Clinical Psychology	Psychology
2	Buken, Melisa	Materials Chemistry	Chemistry
3	Cambria, Melissa	Clinical Psychology	Psychology
4	Grenier, Gabrielle	Clinical & Counseling Psychology	Women's Center
5	Lakatos, Alyssa	Materials Chemistry	Science Enrichment Center
6	Leslie, Kathryn	Clinical Psychology	Psychology
7	Pitt, Taylor	Clinical Psychology	Psychology
8	Romaniello, Christy	Biology/Biotech	Biology /Biotechnology
9	Sedita, Megan	Clinical Psychology	Psychology
10	Smith-Cordice, Avianne	Clinical Psychology	Psychology
11	Yeshion, Jordyn	Clinical Psychology	Psychology

William Paterson University
Graduate Assistantship/BOT Fall 2022

FALL 2022 10-hour APPOINTMENT (1st year)

1	Garcia, Oliver	Materials Chemistry	Chemistry
2	Allen, Meadow	Clinical Psychology	Psychology
3	Anash, Nicole	Clinical Psychology	Bilingual/ESL
4	Cheron, Sydney	MA Clinical & Counseling Psychology	Psychology
5	Gilleran, Kaitlin	Clinical Psychology	Psychology
6	La Capra, Michele	Bio/Biotech	Biology /Biotechnology
7	Lakhal, Asmaa	Materials Chemistry	Chemistry
8	Lee, Jarett	Clinical Psychology	Psychology
9	Martinez, Gladys	Clinical Psychology	Psychology
10	Nicoletta, Victoria	Clinical Psychology	Psychology
11	Sahsuvaroglu, Esra	MA Clinical & Counseling Psychology	Psychology
12	Wroblewski, Joseph	Clinical Psychology	Psychology
13	Yaqoob, Aaron Y.	Bio/Biotech	Biology /Biotechnology
14	Yom, Clairissa	Materials Chemistry	Chemistry

FALL 2022 20-hour APPOINTMENT (1st year)

1	Alabi, Khadijat	MBA Marketing & Prof Sales	Economics & Finance
2	Amune, Beatrice	Professional Communication	Special Events
3	Anash, Nicole	Clinical Psychology	Bilingual/ESL
4	Anderson, Nickerra	MED Curr&Learn Bilingual/ESL	International Students
5	Boyd, Nicole	MS Exercise Physiology	Alumni Relations
6	Corbo, Claudia	Clinical & Counseling Psychology	Nursing
7	Davenport, Andrew	Art/MFA Fine Arts	University Galleries
8	Gilch, Gabriel	Music Jazz Performance	Music
9	Haller, Sara	MS Sports Administration	Athletics
10	Hicks-Lawrence, Joshua	MBA Business Entrepreneurship	Continuing & Prof. Education
11	Hirst, Hannah	MS Sports Administration	Sports Information Office
12	Jinadu, Oluwadamilola	MA Clinical & Counseling Psychology	Office of Institutional Effectiveness
13	Joachim, Nicole	Communication Disorders	Honors College
14	Juarez, Gabriella	Clinical & Counseling Psychology	Center for Diversity & Inclusion
15	Katti, Parineeta	MBA Marketing & Prof Sales	Marketing & Management
16	Kochaha, Diana	Professional Communication	Communication
17	Lopez, Ariana	Communication Disorders	Comm Disorders & Sciences
18	Maksoud, Emily	Communication Disorders	Accessibility Resource Center
19	Marcouiller, Georgia	Communication Disorders	Graduate Admissions
20	McBride, Chelsea	Music Jazz Arranging	Prof. Dvlpmnt & School Comm Partnership
21	Miller, Samuel	MA Clinical & Counseling Psychology	Center for Degree Completion & Adult Learning
22	Moffitt, Lorraine	MA Clinical & Counseling Psychology	Athletics & Recreation
23	Mumtaz, Abeer	Exercise & Sport Studies, Kinesiology	Kinesiology
24	Ospina, Braylan	Clinical & Counseling Psychology	Office of Sponsored Programs
25	Pettway, Amanee	Prof. Counseling Schl Ed	Professional Counseling
26	Powers, Ethan	Music Jazz Performance	IRT
27	Sanchez, Christina	MFA Fine Arts	Art Dept - Media Coordination, Public Relations
28	Serra, Zachary	Music Jazz Arranging	Academic Foundations
29	Spagnola, Sarah	Prof. Counseling Schl Ed	Special Ed & Counseling
30	Vanderlaan, Brooke	Comm. Disorders	Field Experience Partnerships
31	Vaughan, Sean	Prof. Counseling Schl Ed	CTE

William Paterson University
Graduate Assistantship/BOT Fall 2022

GRADUATED/END OF APPOINTMENT

1	Anas, Sarah	Clinical Psychology	Academic Foundations
2	Andersen, Lauren	Communication Disorders	Languages & Cultures
3	Asfare, Sarah	Biology/Biotech	Biology
4	Avella, Thomas	Music	Music
5	Black, Josephine	Communication Disorders	Communication Disorders & Sciences
6	Brenenson, Helene	Art/MFA Fine Arts	Art - Media Coordination, Public Relations
7	Brown, Malachi	Professional Communication	Communication
8	Brown, Roman	Art/MFA Fine Arts	Art
9	Budsock, Allison	Communication Disorders	Communication Disorders & Sciences
10	Cacici, Taylor	Art/MFA Fine Arts	University Galleries
11	Ciampi, Madelyn	Prof. Counseling School Education	Graduate Admissions
12	Connolly, Justin	Exercise & Sport Studies, Kinesiology	Sports Information Office
13	Cook, Elijah	Materials Chemistry	Chemistry
14	Curanovic, Irena	Clinical Psychology	Psychology
15	Davidson, Kemoy	Exercise & Sport Studies, Kinesiology	Athletics
16	Dolan, Erin	Higher Ed Admin, Ed Leadership & Prof. Studies	Ed Leadership & Prof. Studies
17	Eisler, Gabrielle	Communication Disorders	Honors College
18	Elias, Nafin	Clinical & Counseling Psychology	Alumni Relations
19	Gorman, Jane	Clinical Psychology	Psychology
20	Harris, Tiona	MFA Creative & Professional Writing	English
21	Hassabelnaby, Raghad	Clinical & Counseling Psychology	Psychology
22	Hertz, Zachary	Professional Communication	Public Relations
23	Hwang, Lydia	Exercise & Sport Studies, Kinesiology	Kinesiology
24	Jaramillo, Cristina	Prof Counseling School Education	Professional Counseling
25	Jeong, Seongho	MBA Business Marketing	Marketing & Management
26	Liptak, Melanie	Clinical Psychology	Psychology
27	Longmore-Micham, Catherine	Clinical & Counseling Psychology	Nursing
28	Lopez, Joshua	MFA Fine Art	Art Dept - Digital, Media Arts
29	Luna, Alejandro	Music	Accessibility Resource Center
30	Luo, Frank	Clinical Psychology	Sponsored Program
31	Magee, Sofia	Clinical Psychology	Psychology
32	Mariano, Danielle	Prof. Counseling Mntl	Special Ed & Counseling
33	McTague, Jonathan	Materials Chemistry	Chemistry
34	Menucci, Marcello	Professional Communication	Communication
35	Moise, Ermilie	MBA Business Admin Human Resources	CCOB
36	Moura, Fernanda	Clinical Psychology	Psychology
37	Puebla, Ryan	Clinical & Counseling Psychology	Prof Development Schools & Community Partnership
38	Ramirez, Arlene	MFA Fine Art	Instruction & Research Tech
39	Rohrer, Maximilian	Applied Mathematics	Mathematics Sciences
40	Roosta, Mona Mansoor	MFA Fine Arts	Marketing & Public Relations
41	Rossetti, Julia	Communication Disorders	Office of Field Experience
42	Sherman (Gorodischer), Eden	Clinical Psychology	Institutional Effectiveness

William Paterson University
Graduate Assistantship/BOT Fall 2022

GRADUATED/END OF APPOINTMENT

1	Smith-Davis, Mary	MBA Business General	Office of International Student and Scholars
2	Vorobyov, Neli	Communication Disorders	Center for Teaching Excellence
3	Watkins-Bell, Tanaya	Applied Sociology	HSS Dean Office
4	Wyrostek, Bailey	Exercise & Sport Studies, Kinesiology	Athletics

RESIGNED

1	Zuluaga, Luisa Gallego	Biology/Biotech	Biology /Biotechnology
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DISMISSED

1	Maldonado, Nicole	Professional Communication	College of Education
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**Academic Success Center
 Fall 2022 Master Tutor Budget**

Name Date of Hire - Degree	Area of Tutoring	Weekly Hours	Maximum Number of Hours	Hour Rate	Maximum Salary	Budget Line
Giovanna Cicillini 1/94 - M.A. 855101058	Italian: 1100, 1110 Spanish: 1100, 1110	11	154	\$ 18.00	\$ 2,772.00	Academic Success Center
Victor Constantini 855702156	Spanish, Writing & Grammar	10	140	\$ 16.00	\$ 2,240.00	Academic Success Center
Philippe Eberhard 1/18 - Ph.D. 855101139	French, German, Writing	6	84	\$ 18.00	\$ 1,512.00	Academic Success Center
Alec Ayers 09/19 - Ph.D. 855202943	Anthropology, Sociology, History, Philosophy, Geography	16	224	\$ 18.00	\$ 4,032.00	Academic Success Center
Grace Moreyra 9/19 -B.A. 855737356	Spanish	4	56	\$ 16.00	\$ 896.00	Academic Success Center
Phillip Patalano 9/15- Ph.D. 855703859	Mathematics - All Levels	27	378	\$ 18.00	\$ 6,804.00	Academic Success Center
Tyler Greengard 855708627	Music	7	98	\$ 16.00	\$ 1,568.00	Academic Success Center

Name Date of Hire Degree	Area of Tutoring	Weekly Hours	Maximum Number of Hours	Hour Rate	Maximum Salary	Budget Line
Joanne Schifano 1/98 - M.A. 855100878	Math 1060, 1100, 1110, 1150, 1160, 1300, 1400, 1450, 2300	7	98	\$ 18.00	\$ 1,764.00	Academic Success Center
Michael Forte 3/8 855842922	Mathematics 1060, 1110,1150,1170	10	140	\$ 16.00	\$ 2,240.00	Academic Success Center
Lorraine Coco 9/09 - B.A. 855101686	Reading Comprehension, ESL, Grammar	7	98	\$ 16.00	\$ 1,568.00	Academic Success Center
Manuel Albrizzio 9/21-M.A. 855609908	Mathematics - All Levels	14	196	\$ 18.00	\$ 3,528.00	Academic Success Center
Ben Eck 9/15-M.S. 855664884	Mathematics - All Levels	13	182	\$ 16.00	\$ 2,912.00	Academic Success Center
Robert Ruiz 855020077	Spanish- All Levels	10	140	\$ 18.00	\$ 2,520.00	Academic Success Center
TOTAL					\$ 34,356.00	

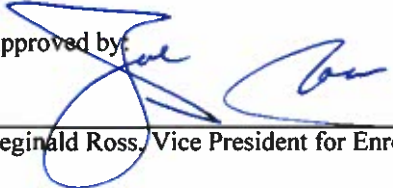
Submitted by:

 Rogernelle Griffin, Director of Academic Success Center

Approved by:

 Linda Refsland, Executive Director of Academic Development Programs

kb

Approved by:

 Reginald Ross, Vice President for Enrollment Management
 8/24/22

ADJUNCT BOARD REPORT
ADJUNCT ASSIGNMENTS FOR THE FALL 2022 SEMESTER

Date prepared: 08/26/2022 01:42 PM

COLLEGE OF ARTS HUMANITIES & SOCIAL SCI

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Mukbil	Aktan	Art	8	0	8
Seth	Bechtold	Art	4	0	4
Stephanie	Beck	Art	8	0	8
Miriam	Bisceglia	Art	4	0	4
Cristina	DeGennaro	Art	4	0	4
Ivan	Eguigure	Art	7	0	7
Rachel	Frank	Art	4	0	4
Andrea	Geller Jablonski	Art	5.5	2	7.5
Joumana	Jaber	Art	8	0	8
Carl	Jablonski	Art	8	0	8
Morgan	Lawson	Art	8	0	8
Vanessa	Nilsson	Art	4	0	4
Carol	Schuler	Art	6	0	6
James	Sherman	Art	8	0	8
Eric	Zoback	Art	1.5	0	1.5
		Art Department Total	88	2	90
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Asian Studies Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
David	Arentsen	Communication	3	0	3
Denise	Bellog	Communication	6	2	8
Catherine	Bertani	Communication	6	0	6
Kuros	Charney	Communication	3	0	3
Alexis	Cullen- Baker	Communication	6	0	6
Raymond	Edel	Communication	6	0	6
Shiqira	Freeman	Communication	3	0	3
Phillip	Izzo	Communication	3	0	3
Nancy	Kutzer	Communication	6	0	6
Randi	London	Communication	3	0	3
David	Maltese	Communication	3	0	3
Kurt	Siegelin	Communication	3	0	3
Phillip	Sprayberry	Communication	3	0	3
Christopher	Sweerus	Communication	6	0	6
Eric	Zoback	Communication	2.5	0	2.5
		Communication Department Total	62.5	2	64.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Glenn	Alcalay	Community & Social Justice Std	3	0	3
Alice	Baldwin-Jones	Community & Social Justice Std	6	0	6
Ronnie	Boseman	Community & Social Justice Std	3	0	3
Miran	Bozicevic	Community & Social Justice Std	3	0	3

Atola	Budd	Community & Social Justice Std	6	0	6
Judith	Dolce	Community & Social Justice Std	1.5	0	1.5
Milton	Eng	Community & Social Justice Std	1.5	0	1.5
Lawrence	Gill	Community & Social Justice Std	6	0	6
Melinda	Gonzalez	Community & Social Justice Std	6	0	6
Karie	Gubbins	Community & Social Justice Std	3	0	3
Jennifer	Hastings	Community & Social Justice Std	3	0	3
Stephanie	Hernandez	Community & Social Justice Std	3	0	3
Ashanti	Jones	Community & Social Justice Std	3	0	3
Joann	Webb	Community & Social Justice Std	3	0	3
Community & Social Justice Std Department Total			51	0	51
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Katia	Arco	English	3	0	3
Mark	Arnowitz	English	3	0	3
Morgan	Bonanno	English	6	0	6
Staci	Dinerstein	English	3	0	3
Elia	Kazan	English	3	0	3
Robert	Platt	English	3	0	3
Tracey	Pletz	English	6	0	6
Kristi	Polidore	English	6	0	6
Karthik	Purushothaman	English	3	0	3
Corine	Reich	English	3	0	3
Kathleen	Weyant	English	3	0	3
Doris	White	English	6	0	6
English Department Total			48	0	48
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Jessica	Cameron-Bush	History	1	0	1
Alexander	Clemente	History	3	0	3
Judith	Dolce	History	1.5	0	1.5
Milton	Eng	History	1	0	1
Barbara	Krasner	History	3	0	3
Louis	Picone	History	1.17	0	1.17
Kelly	Ruffel	History	4	0	4
History Department Total			14.67	0	14.67
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Humanities Department Total			0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Humanities and Social Science Department Total			0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Mayra	Badillo	Languages & Culture	6	0	6
David	Burokas	Languages & Culture	3	0	3
Ileana	Cabana	Languages & Culture	3	0	3
Carlos	Carbajal	Languages & Culture	3	0	3
Euna	Cho	Languages & Culture	6	0	6
Giovanna	Cicillini	Languages & Culture	3	0	3
Alphonse	Dattolo	Languages & Culture	3	0	3
Milton	Eng	Languages & Culture	1.5	0	1.5

Fadi	Hilani	Languages & Culture	6	0	6
Migdalia	Hoffman	Languages & Culture	3	0	3
Tina	Kern	Languages & Culture	6	0	6
Guzide	Kobati	Languages & Culture	3	0	3
Robert	Membreno	Languages & Culture	3	0	3
Mariko	Nakane	Languages & Culture	6	0	6
Mariko	Narasaki	Languages & Culture	3	0	3
John	Orozco	Languages & Culture	3	0	3
Raul	Ramos	Languages & Culture	3	0	3
Roberto	Ruiz	Languages & Culture	3	0	3
Alicyn	Sabol	Languages & Culture	3	0	3
Letizia	Sutera	Languages & Culture	3	0	3
Yoshimi	Valentine	Languages & Culture	3	0	3
Jacinta	Vilas	Languages & Culture	6	0	6
Catherine	Viscomi	Languages & Culture	3	0	3
		Languages & Culture Department Total	85.5	0	85.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Melina	Macall	Liberal Studies	6	0	6
		Liberal Studies Department Total	6	0	6
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Kevin	Antreassian	Music	7	0	7
Horacee	Arnold	Music	4.01	0	4.01
Cecil	Bridgewater	Music	4.68	0	4.68
Dana	Calitri	Music	3	0	3
Kevin	Carrillo	Music	3	0	3
Daniel	Castiglione	Music	3	0	3
Alexis	Cole	Music	4.68	0	4.68
Sarah	Davol	Music	0.67	0	0.67
Frank	Fagnano	Music	7.5	0	7.5
Bill	Goodwin	Music	4.68	0	4.68
Skyler	Hagner	Music	0	6	6
Andrea	Herr	Music	0.67	0	0.67
Geoffrey	Keezer	Music	4.68	0	4.68
Steven	La Spina	Music	6.68	0	6.68
Andrew	Lamy	Music	2.01	0	2.01
Michael	LeDonne	Music	4.68	0	4.68
Juan	Mireles	Music	3	0	3
Stephan	Myerson	Music	4.67	0	4.67
Edward	Neumeister	Music	4.01	0	4.01
Kevin	Norton	Music	4	0	4
Angelo	Panetta	Music	6	0	6
Richard	Perry	Music	6.02	0	6.02
Dante	Portella	Music	5	0	5
Ira	Roberts	Music	4	0	4
Dayna	Stephens	Music	4	0	4
James	VanDyke	Music	6	0	6
		Music Department Total	107.64	6	113.64

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Keith	Burkum	Philosophy	6	0	6
Nick	Dianuzzo	Philosophy	6	0	6
Scott	Kravet	Philosophy	6	0	6
Anatoly	Nichvoloda	Philosophy	6	0	6
Stephen	Pellegrini	Philosophy	6	0	6
Josue	Perez	Philosophy	3	0	3
Vincent	Rama	Philosophy	3	0	3
Philosophy Department Total			36	0	36
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Hossein	Hafezian	Politics, Legal Std & Urban Sc	3	0	3
John	Orth	Politics, Legal Std & Urban Sc	6	0	6
Carlos	Pomares	Politics, Legal Std & Urban Sc	3	0	3
Cynthia	Simon	Politics, Legal Std & Urban Sc	3	0	3
Politics, Legal Std & Urban Sc Department Total			15	0	15
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Bryan	Alava	Psychology	3	0	3
Vivian	Altamura	Psychology	6	0	6
Sarah	Anas	Psychology	3	0	3
Alexa	Angster	Psychology	3	0	3
Jeffrey	Bogdan	Psychology	3	0	3
Ashley	Bujalski	Psychology	3	0	3
Stephen	Byrne	Psychology	2	0	2
Lori	Catania	Psychology	3	0	3
David	Chun	Psychology	3	0	3
Matthew	Corwin	Psychology	3	0	3
Irena	Curanovic	Psychology	3	0	3
Nafin	Elias	Psychology	3	0	3
Jessica	Elliott	Psychology	3	0	3
Michelle	Feinberg	Psychology	3	0	3
Melissa	Gizzi	Psychology	3	0	3
Yaroslava	Goncharova	Psychology	3	0	3
Christopher	Guarino	Psychology	3	0	3
Rachel	Harris	Psychology	3	0	3
Raghad	Hassabelnaby	Psychology	3	0	3
Gilbert	Honigfeld	Psychology	0	1.5	1.5
Caren	Jordan	Psychology	3	0	3
Jamie	Joseph	Psychology	6	0	6
Virginia	Kraus	Psychology	6	0	6
Christina	Lagomarsino	Psychology	3	0	3
Kristal	Langford	Psychology	6	0	6
Christopher	Langford	Psychology	6	0	6
Anthony	Lauricella	Psychology	3	0	3
Lara	Lobue	Psychology	3	0	3
Frank	Luo	Psychology	2	0	2
Sofia	Magee	Psychology	3	0	3
Steven	Mermini	Psychology	3	0	3

Cory	Mieses	Psychology	6	0	6
Fernanda	Moura	Psychology	3	0	3
Randi	Ona	Psychology	3	0	3
Melissa	Pace	Psychology	3	0	3
Emily	Ryzuk	Psychology	6	0	6
Azara	Santiago	Psychology	3	0	3
Ray	Sawyer	Psychology	4	0	4
Eden	Sherman	Psychology	2	0	2
Diane	Sorrentino	Psychology	7	0	7
Carolyn	Spies	Psychology	3	0	3
Cheung	Tsang	Psychology	6	0	6
Marlee	Wanamaker	Psychology	3	0	3
Gwendolyn	Wood	Psychology	6	0	6
Amanda	Zavattieri	Psychology	6	0	6
Psychology Department Total			164	1.5	165.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Sara	Abdelhadi	Sociology	3	0	3
Staci	Block	Sociology	3	0	3
Roger	Canaff	Sociology	3	0	3
Claudia	Damari	Sociology	6	0	6
Michael	Demarco	Sociology	6	0	6
Katarzyna	Gershman	Sociology	3	0	3
Kevin	Keogan	Sociology	6	0	6
Mawia	Khogali	Sociology	3	0	3
Heather	Kindell	Sociology	6	0	6
Arturo	Lewis	Sociology	3	0	3
Emily	Mahon	Sociology	1.17	0	1.17
Jennifer	McAdam	Sociology	3	0	3
Noel	Mouldovan	Sociology	6	0	6
Sarah	Murray	Sociology	3	0	3
Eugenia	Pfund	Sociology	3	0	3
Michael	Prohaska	Sociology	3	0	3
Donnalynn	Scillieri	Sociology	3	0	3
Marie	Springer	Sociology	6	0	6
Danielle	Stovall	Sociology	3	0	3
Lawrence	Walsh	Sociology	3	0	3
Janet	Yager	Sociology	6	0	6
Sociology Department Total			82.17	0	82.17
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Women's Studies Department Total			0	0	0
College of Arts Humanities & Social Sci			Teaching Credits : 760.48	Non-Teaching Credits : 11.50	Total: 771.98

COLLEGE OF BUSINESS

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Robert	Cooney	Accounting & Law	6	0	6
Joan	Miller	Accounting & Law	6	0	6
Carmen	Presinal	Accounting & Law	3	0	3

Gary	Steele	Accounting & Law	6	0	6
Seth	Wantuch	Accounting & Law	3	0	3
Accounting & Law Department Total			24	0	24
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Gokul	Bahadur	Econ, Fin & Global Business	3	0	3
Marina	Bakreska	Econ, Fin & Global Business	3	0	3
Raed	Dandan	Econ, Fin & Global Business	3	0	3
Teya	Dupuis	Econ, Fin & Global Business	1.5	0	1.5
Michael	Grace	Econ, Fin & Global Business	6	0	6
Joseph	McAllen	Econ, Fin & Global Business	6	0	6
Kimberly	Paton	Econ, Fin & Global Business	3	0	3
Vandana	Satija	Econ, Fin & Global Business	3	0	3
Babita	Srivastava	Econ, Fin & Global Business	3	0	3
Alfred	Verrios	Econ, Fin & Global Business	6	0	6
Econ, Fin & Global Business Department Total			37.5	0	37.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Shnawear	Awad	Mgt Mktg & Prof Sales	3	0	3
Janet	Brey	Mgt Mktg & Prof Sales	3	0	3
Cassandra	Fenyk	Mgt Mktg & Prof Sales	3	0	3
Nadeem	Firoz	Mgt Mktg & Prof Sales	3	0	3
Mohamed	Gebril	Mgt Mktg & Prof Sales	6	0	6
Eugene	Hallenbeck	Mgt Mktg & Prof Sales	3	0	3
Jet	Mboga	Mgt Mktg & Prof Sales	4.5	0	4.5
Ian	Michaelchuck	Mgt Mktg & Prof Sales	3	0	3
Patricia	Moran	Mgt Mktg & Prof Sales	3	0	3
Gautam	Nivarthi	Mgt Mktg & Prof Sales	6	0	6
Rogel	Nuguid	Mgt Mktg & Prof Sales	6	0	6
Jennifer	Plotts	Mgt Mktg & Prof Sales	4.5	0	4.5
Michael	Poretti	Mgt Mktg & Prof Sales	3	0	3
Vincent	Vicari	Mgt Mktg & Prof Sales	3	0	3
Mgt Mktg & Prof Sales Department Total			54	0	54
College of Business Teaching Credits : 115.50			Non-Teaching Credits : 0.00	Total: 115.50	

COLLEGE OF EDUCATION

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Jolene	Battitori	Ed Leadership And Prof Studies	6	0	6
Tamika	DePass Pipkin	Ed Leadership And Prof Studies	3	0	3
Armand	Lamberti	Ed Leadership And Prof Studies	3	0	3
Evan	Saperstein	Ed Leadership And Prof Studies	3	0	3
Tamika	Stephens	Ed Leadership And Prof Studies	3	0	3
Irene	Van Riper	Ed Leadership And Prof Studies	3	0	3
Ed Leadership And Prof Studies Department Total			21	0	21
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Education Department Total			0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Lindsay	Aslan	Spec Ed Prof Counsl & Dis Stud	6	0	6
Blerta	Bena	Spec Ed Prof Counsl & Dis Stud	6	0	6
William	Felegi	Spec Ed Prof Counsl & Dis Stud	3	0	3

Kimberly	Ferrier	Spec Ed Prof Counsl & Dis Stud	6	0	6
Alexandra	Gitter	Spec Ed Prof Counsl & Dis Stud	3	0	3
Antonio	Immediate	Spec Ed Prof Counsl & Dis Stud	3	0	3
Christy	Mulligan	Spec Ed Prof Counsl & Dis Stud	3	0	3
Christina	Nestory	Spec Ed Prof Counsl & Dis Stud	3	0	3
Brian	Propfe	Spec Ed Prof Counsl & Dis Stud	3	0	3
Sharon	Romaglia	Spec Ed Prof Counsl & Dis Stud	4	0	4
Heather	Rotolo	Spec Ed Prof Counsl & Dis Stud	3	0	3
Joan	Seery	Spec Ed Prof Counsl & Dis Stud	3	0	3
Cynthia	Simon	Spec Ed Prof Counsl & Dis Stud	3	0	3
Maryann	Tuohy	Spec Ed Prof Counsl & Dis Stud	3	0	3
Spec Ed Prof Counsl & Dis Stud Department Total			52	0	52

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Tulin	Aydin	Teacher Education: PreK-1	0.5	0	0.5
Mary	DeBlasio	Teacher Education: PreK-1	3	0	3
Mildred	Fernandez	Teacher Education: PreK-1	6	0	6
Laurence	Gander	Teacher Education: PreK-1	3	0	3
Betsy	Golden	Teacher Education: PreK-1	4.5	0	4.5
Lillian	Leathers	Teacher Education: PreK-1	5	1	6
Raquel	Lima	Teacher Education: PreK-1	3	0	3
Anissa	Martin Conyers	Teacher Education: PreK-1	1	0	1
Viviana	Morales	Teacher Education: PreK-1	3	0	3
Naga	Philkhana	Teacher Education: PreK-1	0.5	0	0.5
Lawan	Rickenbacker	Teacher Education: PreK-1	3	0	3
Simone	Sandler	Teacher Education: PreK-1	1.5	0	1.5
Kristen	Turchioe	Teacher Education: PreK-1	3	0	3
Nicole	Walsh	Teacher Education: PreK-1	6	0	6
Teacher Education: PreK-1 Department Total			43	1	44
College of Education Teaching Credits : 116.00 Non-Teaching Credits : 1.00 Total: 117.00					

COLLEGE OF HONORS

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Honors Department Total			0	0	0
College of Honors Teaching Credits : 0.00 Non-Teaching Credits : 0.00 Total: 0.00					

COLLEGE OF SCIENCE & HEALTH

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Ammar	Ali	Biology	7	0	7
Roy	Cobb	Biology	2	0	2
Joseph	Croce	Biology	2	0	2
Dennis	Daly	Biology	5	0	5
Diane	DeVito	Biology	6	0	6
Corinna	Gilley	Biology	5	0	5
Robert	Hopkins	Biology	5	0	5
Berhanu	Kibret	Biology	4	0	4
Marilou	Limguangco	Biology	4	0	4
Justin	Linteris	Biology	6	0	6
Shivanie	Saith	Biology	4	0	4

Louis	Sayad	Biology	5	0	5
Kathleen	Sayad	Biology	5	0	5
Michael	Wyrwa	Biology	2	0	2
Aaron	Yaqoob	Biology	2	0	2
Maria	Zamora	Biology	2	0	2
Biology Department Total			66	0	66
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Chandima	Abeywickrama	Chemistry	8	0	8
Mouhanad	Bittar	Chemistry	5	0	5
Roman	Brukh	Chemistry	5	0	5
Marie	Cote	Chemistry	3	0	3
Oliver	Garcia	Chemistry	2	0	2
Qiaxian	Johnson	Chemistry	4	0	4
Neeta	Juvekar	Chemistry	5	0	5
Fang	Liu	Chemistry	4	0	4
Manik	Mandal	Chemistry	3	0	3
Raffi	Manjikian	Chemistry	5	0	5
Sonia	Mathew	Chemistry	8	0	8
Michael	Ritchie	Chemistry	7	0	7
Nestor	Rodriguez	Chemistry	5	0	5
SungBin	Shin	Chemistry	3	0	3
Figen	Suchanek	Chemistry	6	0	6
Clairissa	Yom	Chemistry	2	0	2
Chemistry Department Total			75	0	75
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Annamarie	Benbrook	Communication Disorders	8	0	8
Susan	Cohen	Communication Disorders	4	0	4
Meredith	Cozzarelli	Communication Disorders	8	0	8
Gina	Cush	Communication Disorders	8	0	8
Torri	DiLavore	Communication Disorders	3	0	3
Christina	Evans	Communication Disorders	7.5	0	7.5
Lauren	Hunt	Communication Disorders	4	0	4
Joan	Lyness	Communication Disorders	5	0	5
Marianne	Mariani	Communication Disorders	4	0	4
Nancy	Minunni	Communication Disorders	4	0	4
Michelle	Neidleman Kennedy	Communication Disorders	6	0	6
Linda	Nicosia	Communication Disorders	7.5	0	7.5
Diana	Scalici	Communication Disorders	4	0	4
Amanda	Schroeder	Communication Disorders	6	0	6
Antonella	Scofield	Communication Disorders	4	0	4
Stephanie	Sellitti	Communication Disorders	4	0	4
Matthew	Talley	Communication Disorders	3	0	3
Pamela	Tamulevicius	Communication Disorders	3	0	3
Miranda	Van Dunk	Communication Disorders	15	0	15
Jeannette	Wesseldyke	Communication Disorders	3	0	3
Amy	Zembriski	Communication Disorders	2	0	2
Communication Disorders Department Total			113	0	113

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Community Health Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Raed	Awawdeh	Computer Science	4	0	4
		Computer Science Department Total	4	0	4
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Carolyn	Cairns	Environmental Science	7	0	7
Elana	Klein	Environmental Science	5	0	5
		Environmental Science Department Total	12	0	12
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Exercise & Movement Science Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Lori	Albert	Kinesiology	3	0	3
Corinne	Benson	Kinesiology	6	0	6
Anthony	Cross	Kinesiology	6	0	6
Valarie	DiMartino	Kinesiology	6	0	6
Lynne	Digiacomio	Kinesiology	2	0	2
Alicia	Giglio	Kinesiology	2	0	2
Anthony	Girardi	Kinesiology	6	0	6
Daniel	Halewicz	Kinesiology	3	0	3
Christopher	Lopez	Kinesiology	3	0	3
Leslie	McPeck	Kinesiology	3	0	3
Laurie	Moris	Kinesiology	6	0	6
Karan	Patel	Kinesiology	3	0	3
William	Pinckney	Kinesiology	2	0	2
Michael	Prybicien	Kinesiology	0	6	6
Robert	Rinaldi	Kinesiology	3	0	3
Nicholas	Simon	Kinesiology	3	0	3
Robert	Symons	Kinesiology	3	0	3
Donald	Tomaszewski	Kinesiology	3	0	3
Alison	Witzmann	Kinesiology	6	0	6
		Kinesiology Department Total	69	6	75
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Thomas	Fein	Mathematical Sciences	6	0	6
Gary	Fink	Mathematical Sciences	5	0	5
Mira	Franke	Mathematical Sciences	3	0	3
Judy	Greenberg	Mathematical Sciences	3	0	3
Lisa	Hu	Mathematical Sciences	5	0	5
Helena	Jankowitz	Mathematical Sciences	6	0	6
Mitra	Kermani	Mathematical Sciences	3	0	3
Faysal	Kojakali	Mathematical Sciences	3	0	3
Linda	Martello Firriolo	Mathematical Sciences	3	0	3
John	Nihen	Mathematical Sciences	7	0	7
Grace	Park	Mathematical Sciences	7	0	7
Gerald	Reynolds	Mathematical Sciences	3	0	3
Maximilian	Rohrer	Mathematical Sciences	6	0	6
Joanne	Schifano	Mathematical Sciences	3	0	3

Morteza	Taherisefat	Mathematical Sciences	3	0	3
Ronald	Vallejo	Mathematical Sciences	3	0	3
Harry	Weston	Mathematical Sciences	5	0	5
		Mathematical Sciences Department Total	74	0	74
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Kathy	Abel	Nursing	6.5	0	6.5
Olalekan	Amusan	Nursing	3	0	3
Fredrick	Apostadero	Nursing	4	0	4
Marvin	Azares	Nursing	8	0	8
Ma. Arlene	Azores	Nursing	6	0	6
Danilo	Bernal	Nursing	3	0	3
Apollo Neil	Bernardo	Nursing	8	0	8
Celeste	Bethon	Nursing	3	0	3
Nasim	Bibi	Nursing	8	0	8
Maryellen	Bolton	Nursing	8	0	8
Marianne	Cavanaugh	Nursing	7	0	7
Lama	Chaddad	Nursing	3	0	3
Ha Jae	Chon	Nursing	4	0	4
Asha	Cilly	Nursing	3	0	3
Brittany	Cluney	Nursing	4	0	4
Rita	Colella	Nursing	3	0	3
Edith	Collazzi	Nursing	2	0	2
Jacqueline	Correia	Nursing	8	0	8
Lilibeth	Cuevas	Nursing	3	0	3
Janet	Czermak	Nursing	3	0	3
Brianna	Daly	Nursing	4	0	4
Rachel	Dana	Nursing	5.5	0	5.5
Raeleen	De Jesus	Nursing	7	0	7
Claire	Donaghy	Nursing	6	0	6
Colin	Eckert	Nursing	3	0	3
Wilma	Encabo	Nursing	8	0	8
Rosario	Estrada	Nursing	3	0	3
Christiam	Fajardo	Nursing	1	0	1
Nada	Farhat	Nursing	7	0	7
Caryn	Fitzgerald	Nursing	4	0	4
Pamela	Fonju	Nursing	3	0	3
Shantha	Franks	Nursing	7	0	7
Meliza	Garrido	Nursing	8	0	8
Patricia	Giaquinto	Nursing	8	0	8
Wanda	Gibson	Nursing	6	0	6
Malika	Gilliam	Nursing	4	0	4
Natalie	Graziano	Nursing	4	0	4
Imelda	Guimary	Nursing	3.5	0	3.5
Luis Gino	Guzman	Nursing	3	0	3
Janet	Halder	Nursing	1	0	1
Rawan	Hammoudeh	Nursing	6	0	6
Chayna	Hardy-Reid	Nursing	7.5	0	7.5

Stephanie	Herr	Nursing	9	0	9
Helen	Hodges	Nursing	2	0	2
Maria	Holguin	Nursing	8	0	8
Lane	Kocovsky	Nursing	2.5	0	2.5
Tri	Le	Nursing	8	0	8
Janice	Loschiavo	Nursing	7.5	0	7.5
Samantha	Love	Nursing	8	0	8
Karen	Macey-Stewart	Nursing	6	0	6
Norma Jean	Mann	Nursing	7	0	7
Cathy	McCormack	Nursing	3	0	3
Christina	McSherry	Nursing	6	0	6
Teresita	Medina	Nursing	6	0	6
Denise	Menonna Quinn	Nursing	1.5	0	1.5
Jaime	Muscianesi	Nursing	3	0	3
Nhat	Nguyen	Nursing	1.5	0	1.5
Kaneez	Odgers	Nursing	8	0	8
Karen	Orland	Nursing	4	0	4
David	Pacquiao	Nursing	3	0	3
Dula	Pacquiao	Nursing	4	0	4
Norman	Pangilinan	Nursing	8	0	8
Pamela	Pascarelli	Nursing	3	0	3
Allyson	Petruzziello	Nursing	4	0	4
Martin	Raagas	Nursing	3	0	3
Manuel	Ramos	Nursing	3	0	3
Mary	Ramos	Nursing	6	0	6
Joel	Regalado	Nursing	3	0	3
Buffy	Reilly	Nursing	4	0	4
Raymond	Reynoso-Polanco	Nursing	2	0	2
Christin	Riefler	Nursing	2	0	2
Kimberly	Rivera	Nursing	6	0	6
April	Rockey	Nursing	8	0	8
Stacey	Rodimer	Nursing	2	0	2
Derrick	Rodriguez	Nursing	4	0	4
Milagros	Rojas	Nursing	7	0	7
Andrew	Rollins	Nursing	8	0	8
Bruce	Ruck	Nursing	6	0	6
Jennifer	Ryan	Nursing	3	0	3
Julio	Santiago	Nursing	6	0	6
Hannah	Schlusser	Nursing	3	0	3
Joan	Seery	Nursing	1.5	0	1.5
Adriana	Shubeck	Nursing	8	0	8
Sheryl	Slonim	Nursing	6	0	6
Cindy	Stinson	Nursing	6	0	6
Dirksen	Taguam	Nursing	6	0	6
Jacqueline	Tierney	Nursing	8	0	8
Daniel	Verina	Nursing	6	0	6
Gilda	Villareal	Nursing	6	0	6

Eric	Waga	Nursing	8	0	8
Gretchen	Walsh	Nursing	8	0	8
Nursing Department Total			459.5	0	459.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Rebecca	Abenante	Public Health	3	0	3
Jocelyn	Apicello	Public Health	6	0	6
Pashko	Camaj	Public Health	6	0	6
Alejandrina	Canelo Villafana	Public Health	3	0	3
Sandra	Carnegie-Anderson	Public Health	6	0	6
Marie Kerline	Charles	Public Health	6	0	6
Jill	Chasse	Public Health	3	0	3
Carlee	Denholtz	Public Health	6	0	6
Anita	Gardner	Public Health	6	0	6
Charlene	Gungil	Public Health	3	0	3
Jody	Inglis	Public Health	6	0	6
Harry	McGuire	Public Health	3	0.13	3.13
Ryan	McKee	Public Health	3	0	3
Marilyn	McSpiritt-Guzio	Public Health	6	0	6
Barbara	Menzel	Public Health	6	0	6
Aldean	Morris	Public Health	6	0	6
Jonathan	Moss	Public Health	6	0	6
Sandhya	Narayanan	Public Health	12	0	12
Jill	Riera	Public Health	3	0	3
Jamie	Sclafane	Public Health	6	0	6
Tekeyah	Sears	Public Health	6	0	6
Hilary	Tabish	Public Health	6	0	6
Stephanie	Talmadge	Public Health	6	0	6
Public Health Department Total			123	0.13	123.13
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Science - Integrated Department Total			0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Science Endorsement Department Total			0	0	0
College of Science & Health Teaching Credits : 995.50 Non-Teaching Credits : 6.13 Total: 1,001.63					
University Total Teaching Credits: 1,987.48 Total Non-Teaching Credits: 18.63 Total: 2,006.11					

OVERLOAD BOARD REPORT
OVERLOAD ASSIGNMENTS FOR THE FALL 2022 SEMESTER
Includes Faculty, AFT NTPs, and Higher Ed Manager Employees
Date prepared: 08/26/2022 01:59 PM

COLLEGE OF ARTS HUMANITIES & SOCIAL SCI

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Art	0	0	0
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Asian Studies	0	0	0
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Mary Alice	Barrows	Communication	1	0	1
Elizabeth	Birge	Communication	0	2	2
Alfred	Clarke	Communication	1	0	1
Matthew	Crick	Communication	0	1	1
Michelle	DeMartino	Communication	3	0	3
Nicholas	Hirshon	Communication	0	1	1
Lynne	Orr	Communication	6	1	7
Robert	Quicke	Communication	0	1	1
Robert	Taylor	Communication	3	0	3
Chriss	Williams	Communication	0	1	1
		Communication	14	7	21
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Sreevidya	Kalaramadam	Community & Social Justice Std	0	2.5	2.5
		Community & Social Justice Std	0	2.5	2.5
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Amanda	O'Donnell	English	6	0	6
John	Parras	English	1.5	1.5	3
Martha	Witt	English	0	1.5	1.5
		English	7.5	3	10.5
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Richard	Kearney	History	3	0	3
George	MacLeod	History	0	1	1
		History	3	1	4
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Humanities	0	0	0
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Humanities and Social Science	0	0	0
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Sara	Almuina Viz	Languages & Culture	6	0	6
Michele	Cascardi	Languages & Culture	0	3	3
		Languages & Culture	6	3	9
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Liberal Studies	0	0	0
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Music	0	0	0
		Department Total			

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Peter	Mandik	Philosophy	0	3	3
		Philosophy Department Total	0	3	3
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Danielle	Wallace	Politics, Legal Std & Urban Sc	0	1	1
		Politics, Legal Std & Urban Sc Department Total	0	1	1
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Uzma	Ali	Psychology	3	0	3
Michele	Cascardi	Psychology	0	1	1
		Psychology Department Total	3	1	4
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Sociology Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Women's Studies Department Total	0	0	0
College of Arts Humanities & Social Sci			Teaching Credits : 33.50	Non-Teaching Credits : 21.50	Total: 55.00

COLLEGE OF BUSINESS

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Valeriya	Avdeev	Accounting & Law	0	3	3
		Accounting & Law Department Total	0	3	3
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Econ, Fin & Global Business Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Bahar	Ashnai	Mgt Mktg & Prof Sales	1.17	0	1.17
Chen-Ho	Chao	Mgt Mktg & Prof Sales	3	3	6
Rajiv	Kashyap	Mgt Mktg & Prof Sales	0.5	1	1.5
Andrey	Kretinin	Mgt Mktg & Prof Sales	3	0	3
Mehmet	Turkoz	Mgt Mktg & Prof Sales	3	0	3
		Mgt Mktg & Prof Sales Department Total	10.67	4	14.67
College of Business			Teaching Credits : 10.67	Non-Teaching Credits : 7.00	Total: 17.67

COLLEGE OF EDUCATION

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Ed Leadership And Prof Studies Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Education Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Spec Ed Prof Counsl & Dis Stud Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Alison	Dobrick	Teacher Education: PreK-1	1.5	0	1.5
Cynthia	Gennarelli	Teacher Education: PreK-1	3	0	3
		Teacher Education: PreK-1 Department Total	4.5	0	4.5
College of Education			Teaching Credits : 4.50	Non-Teaching Credits : 0.00	Total: 4.50

COLLEGE OF HONORS

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Rosa	Soto	Honors	1	0	1
		Honors Department Total	1	0	1
College of Honors			Teaching Credits : 1.00	Non-Teaching Credits : 0.00	Total: 1.00

COLLEGE OF SCIENCE & HEALTH

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Patricia	Bush	Biology	5	0	5
Biology Department Total			5	0	5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Ashley	New	Chemistry	2	0	2
Mukesh	Sahni	Chemistry	4	0	4
Suresh	Sahni	Chemistry	7	0	7
Chemistry Department Total			13	0	13
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Eileen	Fasanella	Communication Disorders	3	0	3
Jim	Tsiamtsiouris	Communication Disorders	0	3	3
Communication Disorders Department Total			3	3	6
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Community Health Department Total			0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Jaehyun	Kim	Computer Science	6	0	6
Computer Science Department Total			6	0	6
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Michael	DaSilva	Environmental Science	3	0	3
Environmental Science Department Total			3	0	3
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Exercise & Movement Science Department Total			0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Ismael	Flores-Marti	Kinesiology	0	1	1
Jason	Wicke	Kinesiology	1.17	0	1.17
Kinesiology Department Total			1.17	1	2.17
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Eliana	Antoniou	Mathematical Sciences	1.17	1	2.17
Rita	Levine	Mathematical Sciences	7	0	7
Paul	VonDohlen	Mathematical Sciences	0.67	0	0.67
Mathematical Sciences Department Total			8.84	1	9.84
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Gendzyl	Dalton	Nursing	10	6	16
Cheryl	Hollema	Nursing	0	2	2
Nursing Department Total			10	8	18
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Christie	Jaime	Public Health	4	0	4
William	Kernan	Public Health	0	2	2
Naa-Solo	Tetty	Public Health	0	1	1
Public Health Department Total			4	3	7
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Science - Integrated Department Total			0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Science Endorsement Department Total			0	0	0
College of Science & Health Teaching Credits : 54.01			Non-Teaching Credits : 16.00		Total: 70.01

COLLEGE OF SPECIAL PROGRAMS

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Freshman Seminar	0	0	0
		Department Total			
		College of Special Programs	Teaching Credits : 0.00	Non-Teaching Credits : 0.00	Total: 0.00
University Total			Teaching Credits: 103.68	Total Non-Teaching Credits: 44.50	Total: 148.18

APPENDIX 6
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

FOR ACTION BY THE BOARD OF TRUSTEES AT THE
September 16, 2022 MEETING

**William Paterson University
Personnel Matters**

Personnel Action	Name	Position	Department	Group	Range	Step	Salary	Effective Date
APPOINTMENT:								
	Anaise Bailly	Assistant Professor (NTPP 2 (22), 12 Mo)	Sociology and Criminal Justice	AFT	22	5	\$71,126.23	8/15/2022
	Nicole Bartolotta	Director, Accessibility Resource Center (Director 3, SC)	Accessibility Resource Center	HEM	28	0	\$93,400.00	8/29/2022
	Hairo Batista Brito	Advisement Specialist - Nursing (Prof Svcs Spec 3, SC)	Nursing	AFT	21	4	\$66,217.02	8/25/2022
	Stacy-Ann Brown	Information Specialist (Assoc Director 2, SC)	Financial Aid	HEM	27	0	\$89,800.00	9/12/2022
	Gendzyl Dalton	Clinical Instructor (NTPP 2 (22), 10 Mo)	Nursing	AFT	22	5	\$71,126.16	8/15/2022
	Jacquis Daring	Desktop Systems Administrator (Prof Svcs Spec 2, SC)	User Services	AFT	24	3	\$73,316.03	7/16/2022
	Mary Dekker	Teacher, CDC (Prof Svcs Spec 3, SC-10 Mo)	Child Development Center	AFT	18	4	\$56,071.08	9/1/2022
	Lisa Depue	Clinical Instructor (NTPP 1 (22), 12 Mo - PT)	Nursing	AFT	22	10	\$43,833.01	8/15/2022
	Jillian DiSanti	Head Field Hockey Coach (Prof Svcs Spec 3, SC-10 Mo)	Athletic Program Support	AFT	18	9	\$69,621.51	8/8/2022
	Malgorzata Downes	Teacher, CDC (Prof Svcs Spec 3, SC-10 Mo)	Child Development Center	AFT	18	7	\$63,382.28	9/1/2022
	Lauren Dutch	Teacher, CDC (Prof Svcs Spec 3, SC-10 Mo)	Child Development Center	AFT	18	6	\$60,945.21	9/1/2022
	Martha Echevarria	Associate Director of University Admissions (Assoc Director 3, SC)	Undergraduate Admissions	HEM	25	0	\$87,500.00	9/6/2022
	Nour Faraj	Teacher, CDC (Prof Svcs Spec 3, SC-10 Mo)	Child Development Center	AFT	18	7	\$63,382.28	9/1/2022
	David Ferrier	Director of Accreditation and Education Innovation (Director 2, SC)	Dean College of Education	HEM	30	0	\$100,000.00	7/1/2022
	Kimberly Galvez	Assistant Director for Greek Life CASL (Asst Director 2, SC)	Campus Activities	AFT	22	5	\$72,548.69	6/4/2022
	Travis Gray	Academic Success Specialist (Asst Director 3, SC)	Academic Success Center	AFT	22	4	\$69,525.25	6/20/2022
	Matthew Heitmann	Men's Head Soccer Coach (Prof Svcs Spec 3, SC-10 Mo)	Athletics	AFT	18	7	\$64,649.93	8/1/2022
	Kathleen Horan	Assistant Professor (Asst Professor(25), 10 Mo)	Nursing	AFT	25	7	\$89,208.38	8/25/2022
	Jessica Lake	Program Director and Instructor, Sociology & Criminal Justice (NTPP 2 (22), 12 Mo)	Sociology and Criminal Justice	AFT	22	9	\$82,982.88	8/15/2022
	MaryEllen Levine	Clinical Instructor (NTPP 2 (22), 12 Mo)	Nursing	AFT	22	9	\$42,321.27	8/15/2022
	Safiya Lochan	Development and Donor Event Coordinator (Prof Svcs Spec 3, SC)	Development	AFT	21	1	\$57,573.92	7/16/2022

FOR ACTION BY THE BOARD OF TRUSTEES AT THE
September 16, 2022 MEETING

**William Paterson University
Personnel Matters**

Personnel Action	Name	Position	Department	Group	Range	Step	Salary	Effective Date
APPOINTMENT (continued):								
	Despina Martinez	Graduate Advising & Professional Enhancement Coordinator (Prof Svcs Spec 2, SC)	Dean College of Business	AFT	24	1	\$66,653.49	6/20/2022
	Anthony Mayo	Executive Director, Office of Sponsored Programs (Director 2, SC)	Sponsored Programs	HEM	31	0	\$125,000.00	9/13/2022
	Linda Russo	Simulation Coordinator (Prof Svcs Spec 3, SC-10 Mo)	Nursing	AFT	18	7	\$63,382.19	8/25/2022
	Laura Stark	Teacher, CDC (Prof Svcs Spec 3, SC-10 Mo)	Child Development Center	AFT	18	5	\$58,508.13	9/1/2022
	Timothy Sternfeld	Assistant Football Coach (Prof Svcs Spec 4, SC-10 Mo)	Athletics	AFT	15	8	\$56,845.49	8/10/2022
	Robert Taylor	Radio Station General Manager (Prof Svcs Spec 2, SC)	Radio Station	AFT	24	3	\$73,316.03	6/13/2022
	Matthew Tedino	Sports Information Director (Asst Director 3, SC)	Athletics	AFT	22	3	\$66,501.82	8/26/2022
	Umamahesw Venugopal	Clinical Instructor (NTP 2 (22), 12 Mo)	Nursing	AFT	22	7	\$78,595.65	8/15/2022
	Nolan Yamashiro	Assistant Director for Professional Certifications (Asst Director 2, SC)	Technology Programs	AFT	24	7	\$86,641.16	7/11/2022
APPOINTMENT (TEMPORARY):								
	Lamaa Beidas	Health Promotion Specialist (Prof Svcs Spec 4, SC)	Public Health	AFT	18	1	\$49,735.09	7/1/2022 - 6/30/2023
	Julie Bliss	Interim Nursing Department Chair (Professor)	Nursing	AFT	X	0	\$130,000.00	8/25/2022 - 8/24/2023
	Samantha Green	Project Specialist	Office of the Controller	PROJECT SPEC	01	0	\$93,250.00	7/1/2022 - 6/30/2023
	Queencilla Hammond	Project Specialist P/T (Grant Funded)	Computer Science	PROJECT SPEC	01	0	\$25.00	7/18/2022 - 6/30/2023
	Erin Jacques	Instructor(20), 10 Mo (One Year Only)	Public Health	AFT	20	6	\$67,201.27	8/25/2022 - 6/23/2023
	Berhanu Kibret	Grant Funded Position (Project Specialist)	Biology	PROJECT SPEC	01	0	\$30,000.00	7/1/2022 - 6/30/2023
	Peter Mauser	Instructor(20), 10 Mo (One Year Only)	Biology	AFT	20	6	\$67,201.27	8/25/2022 - 6/23/2023
	Sandhya Narayanan	Instructor(20), 10 Mo (One Year Only)	Public Health	AFT	20	6	\$67,201.20	8/25/2022 - 6/23/2023
	Keisha Newell	STEM Transfer Success Coordinator (ASPIRE Grant) (Project Specialist, P/T)	Dean Coll of Science and Health	AFT	18	0	\$36,540.00	5/31/2022 - 6/30/2023
	Allan Palombi	Project Specialist, P/T	Computer Science	PROJECT SPEC	01	0	\$17.00	7/5/2022 - 12/31/2022
	Tonia Passwater	Instructor - Music (Asst. Prof) (One Year Only)	Music	AFT	22	6	\$74,090.40	8/25/2022 - 6/23/2023
	Kara Rabbitt	Associate Provost (Associate VP)	Provost	HEM	35	0	\$213,500.00	7/1/2022 - 6/30/2023

FOR ACTION BY THE BOARD OF TRUSTEES AT THE
September 16, 2022 MEETING

**William Paterson University
Personnel Matters**

Personnel Action	Name	Position	Department	Group	Range	Step	Salary	Effective Date
	Sherrine Schuldt	Dir.of Coalition & Prevention Svcs.for United for Prevention in PCnty (Prof Svc Spec 2, SC)	Public Health	AFT	24	11	\$99,966.25	7/1/2022 - 6/30/2023
	Miranda Van Dunk	Instructor(20), 10 Mo (One Year Only)	Comm Disorders and Sciences	AFT	20	6	\$67,201.27	8/25/2022 - 6/23/2023
CHANGE IN STATUS (12 TO 10 MONTH):								
	Lisa Foley	Clinical Instructor (NTTP 2 (22), 10 Mo)	Nursing	AFT	22	9	\$84,642.54	8/15/2022
	Sandra Foley	Clinical Instructor (NTTP 2 (22), 10 Mo)	Nursing	AFT	22	9	\$84,642.54	8/15/2022
INFORMATION PURPOSES ONLY:								
Deceased	Annette Feliciano	Assistant Registrar (Prof Svcs Spec 1(27), SC)	Office of the Registrar	AFT	27	9	\$105,921.32	5/15/2022
LEAVE OF ABSENCE:								
	Joanne Affinito	Clinical Instructor (NTTP 2 (22), 12 Mo)	Nursing	AFT	22	9	\$84,642.54	5/1/2022 - 7/6/2022
	Dorothy Feola	Associate Dean (Associate Dean)	Dean College of Education	AFT	33	0	\$151,029.93	5/1/2022 - 10/31/2022
	Nanette Moss	Academic Programs Specialist (Prof Svcs Spec 4, SC)	University Honors	AFT	18	7	\$64,649.93	6/6/2022 - 7/29/2022
	Jenny Nesenjuk	Assistant Director (Prof Svc Spec 2, SC)	Career Development Center	AFT	27	7	\$100,320.29	6/22/2022 - 9/13/2022
PROMOTION:								
	Lauren Cedeno	Interim Associate Dean (Assoc Dean)	Dean College of AHSS	HEM	33	0	\$144,000.00	7/1/2022
	David Fuentes	Interim Associate Dean (Assoc Dean)	Dean College of Education	HEM	33	0	\$155,000.00	8/25/2022
	Casey Mathern	Director of University Galleries (Director 2, SC)	Art Gallery	HEM	30	0	\$96,500.00	1/1/2022
	Shaun Williams	Head Football Coach (Prof Svcs Spec 2, SC)	Athletics	AFT	24	8	\$89,972.41	6/4/2022
RESIGNATION:								
	Sonya Bierbower	Associate Professor (Assoc Professor(26), 10 Mo)	Biology	AFT	22	12	\$91,875.25	7/1/2022
	Stephen Bologna	Interim Sports Information Director (Asst Director 3, SC)	Marketing	AFT	22	1	\$59,269.55	5/20/2022
	Yen-Tyng Chen	Assistant Professor (Asst Professor(25), 10 Mo)	Public Health	AFT	25	8	\$92,640.99	6/23/2022
	Jin-A Choi	Assistant Professor (Asst Professor(22), 10 Mo)	Communication	AFT	22	9	\$82,982.88	7/2/2022
	Megan Conrad	Assistant Professor (Asst Professor(22), 10 Mo)	Psychology	AFT	22	11	\$88,911.23	6/30/2022
	Jonathan Foley	Associate Professor (Assoc Professor(26), 10 Mo)	Chemistry	AFT	22	11	\$88,911.23	8/13/2022
	Imani Hardaway	Cataloging and Metadata Librarian (Librarian 3)	Library	AFT	22	8	\$81,618.99	9/9/2022
	David Jones	Head Equipment and Events Manager (Prof Svcs Spec 4, SC)	Athletics	AFT	18	10	\$72,107.33	7/22/2022
	Leo-Felix Jurado	Professor (Professor(32), 10 Mo)	Nursing	AFT	32	9	\$135,189.20	8/31/2022

FOR ACTION BY THE BOARD OF TRUSTEES AT THE
September 16, 2022 MEETING

**William Paterson University
Personnel Matters**

Personnel Action	Name	Position	Department	Group	Range	Step	Salary	Effective Date
	Michael Laughlin	Associate Professor (Assoc Professor(26), 10 Mo)	Kinesiology	AFT	26	8	\$97,272.03	7/1/2022
	Nicole Magaldi	Associate Professor (Assoc Professor(29), 10 Mo)	Comm Disorders and Sciences	AFT	29	12	\$129,291.41	8/13/2022
	Ian Marshall	Interim Associate Dean CHSS (Assoc Dean)	Dean College of AHSS	HEM	33	0	\$148,900.00	6/30/2022
	Kelly McNeal	Professor (Professor(30), 10 Mo)	Sp Ed, Cnsl & Dis Studies	AFT	30	9	\$122,607.40	6/30/2022
	Lucia Munguia	Assistant Professor (Asst Professor(22), 10 Mo)	Philosophy	AFT	22	8	\$80,018.72	6/23/2022
	Sumithra Raghavan	Assistant Professor (Asst Professor(22), 10 Mo)	Psychology	AFT	22	12	\$91,875.25	7/31/2022
	So Yon Rim	Associate Professor (Assoc Professor(26), 10 Mo)	Psychology	AFT	26	9	\$100,875.86	6/23/2022
	Persephone Vargas	Associate Professor (Assoc Professor(28), 10 Mo)	Nursing	AFT	24	12	\$101,272.07	8/24/2022
	Kristen Victorino	Associate Professor (Assoc Professor(28), 10 Mo)	Comm Disorders and Sciences	AFT	28	8	\$107,246.01	6/30/2022
	Pei-Lin Weng	Associate Professor (Assoc Professor(28), 10 Mo)	Sp Ed, Cnsl & Dis Studies	AFT	28	8	\$107,246.01	6/30/2022
	Renee Whelan	Assistant Professor (Asst Professor(24), 10 Mo)	Teacher Ed: PreK-12	AFT	24	9	\$91,474.35	6/30/2022
	Yalan Xing	Associate Professor (Associate Professor)	Chemistry	AFT	26	8	\$97,272.03	8/12/2022
RETIREMENT:								
	Joanne Affinito	Clinical Instructor (NTPP 2 (22), 12 Mo)	Nursing	AFT	22	9	\$84,642.54	9/1/2022
	Jerry Beal	Professor (Professor(30), 10 Mo)	Communication	AFT	30	11	\$131,364.83	9/1/2022
	Marina Budhos	Professor (Professor(30), 10 Mo)	English	AFT	30	11	\$131,364.83	7/1/2022
	Karen Demsey	Professor (Professor(30), 10 Mo)	Music	AFT	30	12	\$135,743.56	7/1/2022
	Michele Grodner	Professor (Professor(30), 10 Mo)	Public Health	AFT	30	12	\$135,743.56	7/1/2022
	Casey Lum	Professor (Professor(32), 10 Mo)	Communication	AFT	32	12	\$149,676.59	7/1/2022
	Imafidon Olaye	Professor (Professor(32), 10 Mo)	Communication	AFT	32	12	\$149,676.59	9/1/2022
	George Robb	Professor (Professor(32), 10 Mo)	History	AFT	32	12	\$149,676.59	7/1/2022
	Theresa Ross	Senior Writer/Web Coordinator (Assistant Dir 1, SC)	Public Relations	AFT	26	12	\$113,921.06	10/1/2022
	Neici Zeller	Associate Professor (Assoc Professor(26), 10 Mo)	History	AFT	26	11	\$108,083.57	7/1/2022
SALARY CHANGE:								
	Kaitlyn Matthews	Associate Director, Alumni Relations (Asst Director 2, SC)	Alumni Relations	AFT	24	8	\$89,972.41	8/1/2022

APPENDIX 7
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 16, 2022 MEETING

**9-22-7 RESOLUTION, GRANTING OF EMERITUS STATUS,
SEPTEMBER 16, 2022**

WHEREAS: In recognition of distinguished service to William Paterson University, the Board of Trustees may bestow emeritus status on faculty who retire in good standing from the University after ten years of service as of September 1, 2022; and

WHEREAS: The President has verified the credentials of these faculty and recommends that emeritus status be granted in recognition of their distinguished service; and

WHEREAS: The Personnel and Compensation Committee has reviewed the list and concurs with the President's recommendation on the award of emeritus status; therefore

BE IT RESOLVED: That the Board of Trustees of The William Paterson University of New Jersey grants emeritus status to the following faculty, with all the rights and privileges pertaining thereunto, and commends them for their commitment to the University, for nurturing and developing the academic and personal lives of our students, and for enriching the academic climate of this campus through their teaching, research, scholarship, creative activity, and service, and wishes them a long, well-deserved, and productive retirement.

Marina T. Budhos, English

Maya Chadda, Politics, Legal, & Urban Science

Philip E. Cioffari, English

Theodore F. Cook, History
Karen B. Demsey, Music
Laura R. Fattal, Teacher Education: PreK-12
Evelyn Gonzalez, History
Michele G. Grodner, Public Health
David A. Kerzner, Music
Kem B. Louie, Nursing
Casey M. Lum, Communication
John G. Mason, Politics, Legal, & Urban Science
Andrew B. Nyaboga, Accounting & Law
Lori Ann Ramos, Communication
George C. Robb, History
Paul A. Swanson, Economics, Finance, & Global Business
Stephen G. Vail, Biology
Neici M. Zeller, History

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 16, 2022 meeting.