

MONTCLAIR STATE UNIVERSITY
Montclair, New Jersey

BOARD OF TRUSTEES
September 11, 2019

Present: Ms. Rose Cali, Dr. Susan A. Cole, Ms. Mary Comito, Dr. Francis Cuss, Mr. George Hiltzik, Mr. Douglas Kennedy, Mr. Ralph LaRossa, Mr. John McGoldrick, Mr. William Mullen, Mr. Preston Pinkett, Mr. Kent Sluyter, Ms. Nikita Williams, and Ms. Fathia Balgahoom

Absent: Mr. Marc de Grandpre and Mr. Lawrence Inserra

Present by invitation: Dr. Joseph Brennan, Mr. Shawn Connolly, Ms. Colleen Coppla, Ms. Candace Fleming, Hon. Mark Fleming, Dr. Willard Gingerich, Mr. David Josephson, Dr. Karen Pennington, Mr. Jon Rosenhein, Mr. David Vernon, Ms. Maria Anderson, and Mr. Keith Barrack

Dr. Cuss called the meeting to order in the University Hall Conference Center, 7th Floor at 12:00 p.m.

Statement regarding manner of public notice of meeting

Dr. Cuss read the following statement regarding the public notice of the meeting: "Please be advised that in compliance with the requirements of the Open Public Meetings Act, adequate notice of this meeting — September 11, 2019— has been provided by distributing notices as required, properly posting 48-hour notice, and forwarding notices to designated newspapers and to persons requesting such notification."

Roll call — As reported above.

Minutes from the meeting of July 23, 2019

Trustees approved the minutes from July 23, 2019 as distributed. Trustee Inserra abstained.

No. 3244

Matters Presented by the Chair – Dr. Francis Cuss

Dr. Cuss reported that in closed session the Trustees reviewed the minutes from July 23, 2019, reviewed legal matters, heard reports from the Committee Chairs, met in Executive Session regarding the Presidential Salary Adjustment, and received updates regarding contract negotiations and the Capital Campaign.

Appointment of Board Standing Committees/Chairs for AY19-20

Dr. Cuss made the following appointments to the Board's standing committees for fiscal year 2020. In accordance with the Board's bylaws, the Board Chair and the President serve as ex officio, nonvoting members of every committee.

The Executive Committee: George J. Hiltzik, Kent Sluyter, Ralph LaRossa, Rose Cali, Douglas Kennedy, and Lawrence Inserra.

The Academic Affairs & Facilities Committee: Ralph LaRossa as Chair, William Mullen as Vice Chair, Rose Cali, Mary Comito, Lawrence Inserra, Jr., John McGoldrick, and Fathia Balgahoom as the non-voting student Trustee. Faculty Representative Professor Emery sits on this committee.

The Audit, Finance & Investment Committee: Douglas Kennedy as Chair, Kent Sluyter as Vice Chair, Marc de Grandpre, George Hiltzik, Preston Pinkett and Nikita Williams as the voting Student Trustee.

The Personnel, Compensation, Nomination & Governance Committee: Rose Cali as Chair, Lawrence Inserra Jr. as Vice Chair, and William Mullen.

Representative to the University Foundation: Rose Cali.

Additionally, the following individuals serve on the Advisory Committee on Socially Responsible Investment: Chair Trustee Douglas Kennedy, Trustee Preston Pinkett, Student Voting Trustee Nikita Williams, and Faculty Representative to the Board of Trustees Elizabeth Emery.

Matters Presented by the President – Dr. Susan A. Cole

President Cole introduced several new faculty members and incoming freshmen to the University Community.

Union Report

Professor Richard Wolfson spoke on behalf of AFT Local 1904, thanking the professional staff, specialists and librarians who worked during the summer break to ensure the University was ready to welcome students back for the Fall semester. He applauded the University for organizing free flu shots for the campus community and sought clarity on the process used to appoint new faculty and commented on the status of Statewide AFT union negotiations. Professor Wolfson also commented on the proposed Strategic Plan to be considered by the Board of Trustees and urged the Board to invest in its human capital.

MATTERS PRESENTED BY THE CHAIR — Dr. Cuss (cont'd)

Strategic Plan

Dr. Cuss moved that the Montclair State University Board of Trustees approve the Strategic Plan 2025-Project Soar, subject to a few amendments in language to emphasize the changing external environment, the value proposition represented by the University, and articulating the expected success of graduates. The motion was seconded and approved unanimously.

No. 3245

Personnel, Compensation, Nominations and Governance Committee

Ms. Cali reported that the Personnel, Compensation, Nominations and Governance Committee reviewed the minutes from its July 23, 2019 meeting, proposed personnel actions and a list of new hires anticipated before the Board's next meeting. The Committee also received updates regarding collective bargaining negotiations and board appointments, and met in executive session regarding the President's compensation review.

Personnel actions

Ms. Cali moved that the Board of Trustees approve the following personnel actions:

- 29 - Faculty appointments
- 16 - Professional/managerial staff appointments
- 1 - Reappointment with tenure
- 1 - Leave of absence without pay

Faculty Appointment: Tenure Track (AY20)

<i>Name</i>	<i>Department</i>	<i>Rank</i>	<i>Degrees</i>	
Belay Begashaw	Economics	Professor	BS	Alamaya College
			MS	University of Reading
			MS	Harvard University
			PHD	Texas A&M University

Faculty Appointment: Non Tenure Track (AY20)

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>	
Shelley Axelson-McCauley	John J Cali School of Music	Assistant	09/01/19	BS	University of South Florida
				MM	University of Michigan
				DM	Northwestern University
Donald Batchelder	John J Cali School of Music	Assistant	09/01/19	BM	The Juilliard School
				MM	The Juilliard School
				DMA	Rutgers University, New Brunswick
Matthew Cahill	John J Cali School of Music	Assistant	09/01/19	BM	The Juilliard School
				MM	Bard College
Kathleen DaSilva	School of Communication/Media	Instructor	09/01/19	BA	Rutgers University, New Brunswick
Cecilia Durbin	Theatre/Dance	Assistant	09/01/19	BA	Vassar College

				MFA	New York University, Tisch School of the Arts
Charles Edeki	Computer Science	Assistant	09/01/19	MS	Walden University
				MS	University of Maryland
				MS	Long Island University
				PHD	Capella Univeristy
Sasha Enegren	John J Cali School of Music	Assistant	09/01/19	BA	Wake Forest University
				MM	Manhattan School of Music
				DMA	Manhattan School of Music
David Finch	Management	Assistant Professor	09/01/19	BA	University of Massachusetts
				MS	University of Hartford
Keith Green	Mommunication/ Media	Assistant	09/01/19	BA	Temple University
				MED	Temple Universty
Md Nour Hossain	Computer Science	Assistant	09/01/19	BSCS	Rajshahi University of Science/Technology
				MSCS	Brock Univesity
				PHD	McMaster University
In Suk Jang	Physics and Astronomy	Assistant	09/01/19	BA	University of Hawaii
				MS	Pittsburg State University
				PHD	George Mason University

Jihun Kim	Physics and Astronomy	Assistant	09/01/19	BS	Korea Advanced Institute of Science/Technology
				PHD	New York University
Roberta Lazarus	Communication Sciences/ Disorders	Assitant Professor or Audiology	09/01/19	BA	University of Michigan
				MA	American University
				MA	Montclair State
Sapna Lall	School of Business	Assistant Professor	09/01/19	BS	Gujarat University
				MBA	Centenary College
Donna Merchant	Communication Sciences/ Disorders	Assitant Professor or Audiology	09/01/19	BS	Trenton State
Guy Nicolucci	School of Communication/ Media	Assistant Professor	09/01/19	BA	University of Missouri
				MFA	University of California
Karl Nussbaum	School of Commun/ Media	Assistant	09/01/19	BS	Washington University
				MFA	Donau University of Krems, Austria
Chiji Ohayia	Management	Assistant Professor	09/01/19	BA	Stonybrook University
				MS	Stonybrook University
				PHD	Capella University
Darren O'Neill	John J Cali School of Music	Assistant	09/01/19	BA	Castleton State College
				MLS	Rutgers University, New Brunswick

				MA	Montclair State University
MaryAnn Pladdys	Communication Sciences and Disorders	Assistant Professor	09/01/19	BA	William Paterson University
				MS	Hunter College
				PHD	AT Still University
Mark Rotella	English Department	Visiting Assitant Professor	09/01/19	BA	Columbia University
Kimberle Samarelli	Hospitality and Tourism	Assistant Professor	09/01/19	BS	Georgian Court College
				MBA	Georgian Court College
Jeffrey Warren	Accounting and Finance	Assistant Professor	09/01/19	BA	Rutgers University
				MBA	Pace University
Cynthia Zeh	Marketing	Instructor	09/01/19	BBA	CUNY, Baruch
				MBA	CUNY, Baruch
Hongbo Zhou	Computer Science	Assistant	09/01/19	BS	Beijing University of Aeronautics and Astronautics, China
				MS	Beijing University of Aeronautics and Astronautics, China
				PhD	Southern Illinois University

Clinical/instructional Specialists

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>
Lisa Brooks-Greaux	Management Department	Instructional Specialist	09/01/19	BS Temple University

MS Fordham University
EdD Columbia University

Peter Herbst	Social Work and Child Advocacy	Instructional Specialist	09/01/19		
Paul Urban	School of Business	Instructional Specialist	09/01/19	BS NJIT	MBA Montclair State University

Professional/Managerial Staff Appointment

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>	
Lisa Abreu Morel	Center of Pedagogy	Director of Teacher Education Advisement/Retention	09/03/19	BS Rhode Island College MA Rhode Island College	
Richard Bruno	Undergraduate Admissions	Admissions Counselor	08/19/19	BA Ramapo College of New Jersey	
Wanda Diaz	Provost Office	Assistant Provost for Administration, Finance/Facilities	08/19/19	BA Lehman College MA Teachers College of Columbia University MA Columbia University in the City of New York	
Susan Fryberger	Major Gifts/Development Leadership	Director Of Development	09/03/19	BS Pennsylvania State University	
Carley Graham Garcia	Feliciano Center for Entreprenuership	Executive Director	9/3/19	MA New York University BS Georgetown University	

Lindsey Hresko	University College	Academic Program Coordinator	08/26/19	BA MED	Montclair State University Montclair State University
Jason Martinello	Office of Payroll Services	Director of Payroll	09/30/19	BA	Montclair State University
Lynold McGhee	Institutional Research	Director, Institutional Research	9/30/19	BS MA MS	Arcadia University Saint Francis University University of Pennsylvania
Justin Potts	Intercollegiate Athletics	Head Coach, Men's Basketball	08/19/19	MS BA	East Stroudsburg University Moravian College
Christopher Petrillo	Technology Training/integration	Associate Instructional Designer	09/16/19	BS	Montclair State University
Anisha Saini	Undergraduate Admissions	Admissions Counselor	08/19/19	MA BA	Seton Hall University Rutgers University
Rajendra Shah	Facilities	Director of Mechanical Services	8/26/19	MA BS	York College of Pennsylvania Sardar Patel University
Tara Temple	Intercollegiate Athletics	Head Athletic Trainer	08/19/19	BS	East Stroudsburg University
Joan Valas	School of Nursing	Graduate Nursing Program Director	09/16/19	BS MS MPhil PHD	Columbia University School of Nursing Columbia University School of Nursing Columbia University Columbia University
Jen Wilenta	Psychology	Coordinator for Graduate Student Advancement	9/3/19	MA BS	Montclair State University Montclair State University
Quian Yao	Technology Training/Integration	Associate Instructional Designer	09/16/19	BA MA	Wuhan University Montclair State

Tenure (effective 9/1/19)

<i>Name</i>	<i>Highest Degree</i>	<i>School</i>	<i>Rank</i>
Courtney Reinisch	DNP	School of Nursing	Associate Professor

Leave of Absence Without Pay

<u>Name</u>	<u>Department</u>	<u>Term of Leave</u>
Belay Begashaw	Economics	09/01/19-01/17/20

The motion was seconded and approved unanimously.

No. 3246

Presidential Compensation

Ms. Cali moved that whereas the Board conducted its annual evaluation of the President's performance and determined that she has continued to demonstrate transformative leadership to the University, that in recognition of President Susan A. Cole's continuing outstanding leadership, performance, accomplishments, and service to the University, the Board of Trustees approve, effective July 1, 2019, a salary of \$471,000 and a performance bonus equal to 20% of her FY 2019 Salary. The motion was seconded. Douglas Kennedy noted his abstention for the record and the motion was approved unanimously with the noted abstention.

No. 3247

Dr. Cuss commented on Dr. Cole's record of success, which includes sustained growth in academic standing, quality of faculty, enrollment, and applications, and thanked her for her continued work to increase state funding.

FY 2020 Managerial Salary Program

Ms. Cali moved that to accommodate salary increases for individual managers effective July 1, 2019, the President shall make available an overall pool of dollars not to exceed 3.5% of the total for FY19 managerial salaries. Individual salary increases shall be based on individual performance and market conditions. The motion was seconded and approved unanimously.

No. 3248

Academic Affairs and Facilities Committee

Mr. LaRossa reported that the Academic Affairs and Facilities Committee reviewed the minutes from its July 23, 2019 meeting, received a capital project report, reviewed the Clery report, and discussed the University's draft Strategic Plan.

MS in Data Science

MS in Data Science

Mr. LaRossa moved that the Montclair State University Board of Trustees approves the establishment of a Master of Science in Data Science, effective September 2020. The motion was seconded and approved unanimously.

No. 3249

Audit, Finance and Investment Committee

Mr. Kennedy reported that the Audit, Finance and Investment Committee reviewed its minutes from its meeting on July 23, 2019, reviewed contract awards, and discussed the University's draft Strategic Plan.

Contract Awards

Mr. Kennedy moved that the Board of Trustees approve the following contract award:

- Media Buyer Professional Services (ThruLine Marketing LLC) - \$1,085,000

The motion was seconded and approved unanimously.

No. 3250

Investment Policy

Mr. Kennedy moved that the Board of Trustees approve table consideration of proposed revisions to the University's Investment Policy. The motion was seconded and approved unanimously.

No. 3252

Reports

Student Trustee Nikita Williams reported on her efforts to increase student engagement regarding higher education funding and University policies through social media, tabling, and meeting with interested groups.

Motion to enter closed session: Dr. Cuss made the following motion, which was seconded and approved unanimously:

Be it hereby further moved pursuant to N.J.S.A. 10:4-13 that the Montclair State University Board of Trustees shall enter into Closed Session prior to the next scheduled Public Session to discuss the following pursuant to N.J.S.A. 10:4-12.b: 1) pending litigation filed against the University; 2) personnel matters; and 3) other matters which may arise consistent with N.J.S.A. 10:4-12.b.

The meeting adjourned at 12:45 p.m.



Keith D. Barrack