

MONTCLAIR STATE UNIVERSITY
Montclair, New Jersey

BOARD OF TRUSTEES
April 3, 2020

Present: Ms. Fathia Balgahoom, Ms. Rose Cali, Dr. Susan A. Cole, Ms. Mary Comito, Dr. Francis Cuss, Mr. Douglas Kennedy, Mr. William Mullen, Ms. Nikita Williams, and Mr. Kent Sluyter

Absent: Mr. Marc de Grandpre, Mr. George J. Hiltzik, Mr. Lawrence Inserra, Jr. Mr. Ralph LaRossa, Mr. John McGoldrick, and Mr. Preston Pinkett

Present by invitation: Dr. Joseph Brennan, 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, Mr. Keith Barrack, and Ms. Shante Palmer

Dr. Cuss called the meeting to order via video conference at 11:50 am. Over 30 members of the public attended the meeting by telephonic participations.

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 — April 3, 2020 — 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 January 30, 2020

Trustees approved the minutes from January 30, 2020 as distributed.

No. 3272

Matters Presented by the Chair – Dr. Francis Cuss

Dr. Cuss reported that in closed session, the Trustees reviewed the minutes from January 30, 2020, reviewed legal matters, heard reports from the Committee Chairs, and received updates regarding the COVID-19 pandemic. Dr. Cuss welcomed members of the public who took the time to participate in the meeting via telephonic means. Dr. Cuss thanked all the members of the Montclair State community that have pulled together to provide for the students and to keep the institution running over the past month and through the remainder of the semester. Dr. Cuss also thanked President Cole for her leadership during these difficult times, stating that her resolve, vision, and steadfast dedication to the issues at hand have kept, and will continue to keep, the University moving forward despite the difficult circumstances.

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

The University, pursuant to the executive order issued by Governor Philip Murphy, has transitioned to 100% online course delivery. The University is taking steps to ensure that students are able to finish the Spring Semester and continue to progress towards timely degree completion. The University continues to closely monitor the regulations issued by the Federal and State governments and the guidance issued by health authorities including the Center for Disease Control. President Cole announced that the Summer Session will

be conducted via 100% remote delivery and that the planning efforts for the Fall term have already begun. President Cole reported that the University expects to suffer approximately \$39 million in coronavirus related expenses and lost revenue between March 15th and June 30th, and that the University has implemented cost mitigation efforts to limit the University’s losses for this fiscal year.

Union Report

Professor Richard Wolfson spoke on behalf of AFT Local 1904. Professor Wolfson recognized the faculty, specialists and adjuncts for their efforts in transitioning to 100% remote course delivery on short notice, and commended those individuals who continue to serve the campus in person, including the University Police Department, University Facilities, residence life workers, Information Technology, and administrators. Professor Wolfson congratulated the professional staff that will be reappointed and new faculty appointments. Professor Wolfson expressed the uncertainty felt by members of the faculty and staff during these unprecedented times and looked forward to future communications from the University.

Personnel, Compensation, Nominations and Governance Committee

Ms. Cali reported that the Personnel, Compensation, Nominations and Governance Committee reviewed the minutes from its January 30, 2020, meeting, proposed personnel actions and a list of new hires anticipated before the Board’s next meeting.

Personnel actions

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

- 22 - Faculty appointments
- 14 - Professional/managerial staff appointments
- 101 - Professional staff reappointments
- 1 - Leave of Absence without Pay

Faculty Appointment: Tenure Track (AY20)

¹contract contingent upon PhD completion by 08/01/20

<i>Name</i>	<i>Department</i>	<i>Rank</i>	<i>Degrees</i>
Kevin Bilyk	Biology	Assistant Professor	BS New York University BS Stony Brook University PhD University of Illinois
Jacquelyn Brady	Psychology	Assistant Professor	BA California State University MS Washington State University PhD Portland State University
Nancy Chae ¹	Counseling	Assistant Professor	BA University of Virginia MS Johns Hopkins University

			PhD The College of William & Mary
Emily Douglas	Social Work/Child Advocacy	Professor	BA Clark University MS University of Massachusetts Boston PhD University of Massachusetts Boston
Erin Kang ¹	Psychology	Assistant Professor	BA University of California MA Stony Brook University PhD Stony Brook University
Eyyub Kibis	Information Management/Business Analytics	Assistant Professor	BS Bogazici University, Turkey MA University of Houston MS University of Houston PhD Wichita State University
Esther Kim	Hospitality/Tourism	Assistant Professor	BA Sejong University, South Korea MS Purdue University PhD University of Nevada
Rae Kim ¹	Marketing	Assistant Professor	BS University of Bristol, Bristol, England MS John Hopkins University PhD Rutgers University
Yang Li	Information Management and Business Analytics	Assistant Professor	BA University of Science and Technology of China, China PhD Shandong University, China PhD Drexel University
Román Liera	Educational Leadership	Assistant Professor	BA San Diego State University MA Teachers College Columbia University PhD University of Southern California

Shannon O'Connor	Psychology	Assistant Professor	BS Michigan State University MA Michigan State University PhD Michigan State University
Abena Owusu ¹	Accounting/Finance	Assistant Professor	BS Kwame Nkrumah University, Ghana MS Rensselaer Polytechnic Institute PhD Rensselaer Polytechnic Institute
Lynette Reitz	Social Work/Child Advocacy	Associate Professor	BS Indiana University of Pennsylvania MA University of Chicago PhD Marywood University
Yi Ren	Management	Assistant Professor	BA Beijing Foreign Studies University, China MA University of Maryland PhD Boston College
Amrita Sarkar	Chemistry/Biochemistry	Assistant Professor	BS Calcutta University, India MS University of Arkansas PhD University of South Carolina
Jiacheng Shang ¹	Computer Science	Assistant Professor	BS Nanjing University, Nanjing, China PhD Temple University
Tanesha Thomas ¹	Sociology	Assistant Professor	BA New York University MA City College of New York, CUNY PhD The Graduate Center, CUNY
Yaqiang Wang	Chemistry/Biochemistry	Assistant Professor	BA Huazhong University of Science/Technology, Wuhan, China MS Chinese Academy of Sciences, China PhD University of North Carolina at Chapel Hill

Duygu Zirek	Accounting/Finance	Associate Professor	BA Bogazici University, Turkey PhD The Graduate Center, CUNY
-------------	--------------------	---------------------	---

Professional/Managerial Staff Appointment

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>
<i>Academic Affairs</i>				
Megan Austin	College of the Arts	Director, University Galleries	02/10/20	BA Utica College of Syracuse University MA Syracuse University
Daniela Bivona	Center of Pedagogy	Program Associate, College of Education/ Human Services	03/16/20	BS Montclair State University
Danielle Falloon-Blake	College of Humanities/Social Sciences	CHSS Academic Advisor	02/24/20	BTech New York City College of Technology MEd Baruch College
Liandy Gonzalez	Health Careers	Coordinator, Upward Bound Project	02/17/20	BA Rutgers, The State University of New Jersey
Koralee Grullon	Career Services	Career Advisor and Employer Relations Specialist, College of Science/ Mathematics	02/17/20	BA Rutgers, The State University of New Jersey MA Montclair State University
Imani Hill	Academic Advising	Academic Advisor, College of Education/ Human Services	3/16/20	BA Florida A&M University MEd Rutgers, The State University of New Jersey

Samita Mezgar	Teaching and Learning	Graduate Program Administrator, Teaching and Learning	09/1/2020	BS MA	Kean University Seton Hall University
Renee Ojo-Ohikuare	Registrar	Associate Registrar for Curriculum Management	03/16/20	BA MA MBA	William Paterson University Fairleigh Dickinson William Paterson University
Elaine Tirrito	Hospitality & Tourism	Administrative Assistant	03/02/20	*Experience in lieu of degree	
Wendi Swaffield	School of Nursing	Administrative Assistant	03/16/20	BA	Ramapo College
Gary Tufaro	Laboratory Logistics /Safety Specialist	Chemistry/ Biology	02/17/20	BA	Montclair State University
<i>Student Development & Campus Life</i>					
Kenei Miyazawa	Undergraduate Admissions	Pre-Enrollment Specialist	02/17/20	BA	Montclair State University
Angela Pena	Conference Services	Student Application Administrator	03/30/20	BS MS MBA	Andes Peruvian University Montclair State University Montclair State University
Ruth Kunstadter	Corporate/ Foundation Relations	Associate Director, Corporate/ Foundation Relations	02/17/20	BS MA	Georgetown University American University

Professional Staff Annual Reappointment (FY2021)
July 1, 2020 – June 30, 2021

<i>Name</i>	<i>Department</i>	<i>Title</i>
<i>Academic Affairs</i>		
<i>1 year contract</i>		
Lisa Abreu Morel	Center of Pedagogy	Director of Teacher Education Advisement and Retention
Khadija Ahmed	College of Education & Human Services – Office of the Dean	Research Assistant, CREEHS
Adriana Alecci	Academic Affairs Administration	Program Associate
Rammohan Bheemanaboina	College of Science and Mathematics Departments	Postdoctoral Scientist
Paula Broadwick	Academic Affairs Administration	Associate Director, Summer and Winter Sessions P/T (80%)
Courtney Catalano	Graduate School	Admissions Coordinator
Amanda Choo	College of Humanities and Social Sciences Departments	Internship Coordinator
Andrew Dickerson	College of the Arts	Production Coordinator
Roger Drew	Center of Pedagogy	Program Associate
Chrissy D’Aleo Fels	College of the Arts	Cultural Engagement Director
Caren Ferrante	Graduate Student Assistance Coordinator	Graduate School
Caitlin Giordano	College of the Arts	Career Advisor
John Gurriell	School of Nursing	Simulation Lab Coordinator
Lindsey Hresko	University College	Academic Program Coordinator

Rhena Jasey-Goodman	Center of Pedagogy	Induction Coordinator
Sabrina Jung	Graduate School	Compliance Coordinator (IRB/IACUC)
Heather Kern	College of the Arts	Concert Manager
Marcela Lindo	Center of Pedagogy	Program Associate
Ivan Lopez	University College	Academic Advisor
Erika Marks	College of Education & Human Services – Office of the Dean	Research Assistant, CREEHS
Katherine Melz	College of Education & Human Services – Office of the Dean	Research Assistant, CREEHS
Tanya Miller	Ben Samuel’s Children Center CEHS	Assistant Director of the Jeffrey Dworkin Early Intervention Program
Alexis Nager	College of Education and Human Services Departments	Research Assistant
Michele Nicosia	Academic Affairs Administration	Assistant Director of Curriculum P/T (80%)
Laura Ochs	College of Humanities and Social Sciences Departments	Speech-Language Pathologist
Kinga Picerno	College of Science and Mathematics – Office of the Dean	Program Associate
Eugenia Providence	College of Science and Mathematics	Program Associate
Karen Ramsden	Library	Research and Project Specialist
Anamiriam Ribot	Academic Affairs Administration	Program Associate for Curriculum, Assessment and Accreditation
Evelyn Rogers	School of Nursing	Graduate Program Administrative Assistant
Linsay Setzer	College of the Arts	Administrative Services Specialist

Christina Sgambellone	College of Science and Mathematics – Office of the Dean	Academic Advisor and Transfer Student Specialist
Michelle Shanahan	Center of Pedagogy	Program Advisor
Priya Sookbir	College of Humanities and Social Sciences Departments	Field Education Coordinator P/T (50%)
Camille Spaccavento	College of the Arts	Marketing and Media Director
Dina Velez	Center of Pedagogy	Program Advisor
Regina Vorria	College of the Arts	Associate Producer
Chelsey Watts	Feliciano School of Business	Director of Global Programs and Partnerships
Jen Wilenta	College of Humanities and Social Sciences Departments	Coordinator for Graduate Student Advancement
Matthew Wilson	College of the Arts	Senior Engineer
Bernabas Wolde	College of Science and Mathematics Department	Program Manager, CESAC

Human Resources

1 year contract

Aime Becerra	Human Resources	Classification and Compensation Assistant
Karen Ann Brack	Human Resources	Talent Acquisition Specialist
Zania Chambers	Human Resources	Benefits Coordinator
Stephanie Dilone	Human Resources	Payroll Coordinator
Carla Durante	Human Resources	Payroll Coordinator
Sarah Gaddis	Human Resources	Compliance Assistant
Brittany Gannon	Human Resources	Workday Operations Coordinator
Carmen Lopez	Human Resources	Talent Acquisition Coordinator
Troy Lopez	Human Resources	Benefits Coordinator

Ariel Murakhovsky	Human Resources	Workday Operations Support Specialist
Natarsha Nelson	Human Resources	Benefits Coordinator
Kalpana Patel	Human Resources	Payroll Coordinator
Jillian Pustelniak	Human Resources	Executive Assistant to the Vice President for Human Resources
Nia Rogers	Human Resources	Facilities Human Resources Coordinator
Zoila Rosario	Human Resources	Talent Acquisition Specialist

Information Technology

1 year contract

Ethan Barnes	Enterprise Technology Services	Network Engineer
Pauline Carpenter	Instructional Technology and Design Services	Instructional Designer
Dina Gonzalez	Enterprise Application Services	Student Systems Administrator
Abigail Hunte	Instructional Technology and Design Services	Senior Technology Trainor
Anu Kaushik	Enterprise Application Services	Student Systems Developer
Robert Morris	Enterprise Technology Services	Network Engineer
Chris Petrillo	Instructional Technology and Design Services	Associate Instructional Designer
Puja Roy	Enterprise Application Services	Report Developer
Arnulfo Salce	Enterprise Application Services	Web and Identity Developer
Scott Thompson	Enterprise Technology Services	Security Administrator
Qian Yao	Instructional Technology and Design Services	Associate Instructional Designer

Student Development and Campus Life

1 year contract

Tristan Aniceto	Financial Aid	Financial Aid Counselor
Kayla Brady	Disability Resource Center	Disability Resource Specialist
Richard Bruno	Office of Undergraduate Admissions	Admissions Counselor
Durell Clark	Dean of Students Office	Student Support Services Case Manager
Ryan Davila	Office of Undergraduate Admissions	Admissions Counselor
Michele Deleva	Red Hawk Central	Call Center Agent
Jonathan Gubitosi	Center for Leadership and Engagement	Veteran's Certification, Advising and Engagement Coordinator
Cherese Jackson	Office of Undergraduate Admissions	Admissions Counselor, EOF
Kerri Johnsen	Residence Life	Community Director
Margaret King	Financial Aid	Financial Aid Counselor
David Lorber	Intercollegiate Athletics	Head Coach of Baseball/Game Operations
Donna McLearnie	Office of Undergraduate Admissions	Program Associate
Zabdi Medel	Office of Undergraduate Admissions	Community College Liaison
Adrian Perry	Red Hawk Central	Student Services Specialist
Marisa Portuesi	Office of Undergraduate Admissions	Admissions Counselor
Justin Potts	Intercollegiate Athletics	Head Coach, Men's Basketball
A.J. Primavera	Residence Life	Housing Assignments Coordinator
Sean Rossi	Intercollegiate Athletics	Assistant Men's Basketball Coach
Anisha Saini	Office of Undergraduate Admissions	Admissions Counselor
Katelyn Sire	Intercollegiate Athletics	Assistant Women's Basketball Coach
Emily Slavin	Intercollegiate Athletics	Academic Advisor of Student Development
Rebecca Stringham	Residence Life	Community Director

Tara Temple	Intercollegiate Athletics	Head Athletic Director
Maria Vira	Intercollegiate Athletics	Assistant Swimming and Track Coach

University Communications and Marketing

1 year contract

Christodoulos Apostolou	University Communications and Marketing	Videographer
Mary Barr Mann	University Communications and Marketing	Writer
Ariana Leyton	University Communications and Marketing	Project Coordinator
Emilia Rodowicz	University Communications and Marketing	Media Relations Coordinator

University Development

1 year contract

Karen Hackett	University Development	Associate Director of Alumni Relations
Maria Otto	University Development	Fund Management Assistant

University Facilities

1 year contract

Charna Boisrond	University Facilities	Facilities Finance Administrator
Michael Chiappa	Capital Planning and Project Management	Architectural Design Specialist
Gena Coffey	University Facilities	Assistant Director of Environmental Health and Safety
Brian Taylor	Facilities Logistic Support	Senior Access Control System Administrator

Leave of Absence Without Pay

Name	Department	Term of Leave
Eileen Murray	Mathematics	July 1, 2020 – August 31, 2021

The motion was seconded and approved unanimously.

No. 3273

Academic Affairs and Facilities Committee

Mr. Mullen reported that the Academic Affairs and Facilities Committee reviewed the minutes from its January 30, 2020 meeting, received a capital project report, reviewed the Clery report, and heard an epidemiological update on the coronavirus pandemic from Dean Lora Billings and Prof. Sandra Adams.

MA in Higher Education

Mr. Mullen moved that the Montclair State University Board of Trustees approve the conversion of an existing concentration in Higher Education Leadership to a full degree program, a Master of Arts in Higher Education, effective September 2020. The motion was seconded and approved unanimously.

No. 3274

Audit, Finance and Investment Committee

Mr. Kennedy reported that the Audit, Finance and Investment Committee reviewed the minutes from its meeting on January 30, 2020, reviewed contract awards, met with the Student Government Association regarding its annual financial audit, and discussed the financial impacts of the coronavirus pandemic.

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

- Ellucian Student System Maintenance and Support (Ellucian) - \$2,004,875

The motion was seconded and approved unanimously.

No. 3275

Tuition for Out-of-State Graduate Students and Pre-Licensure Master of Science in Nursing

Mr. Kennedy moved that the Board of Trustees eliminate differential pricing for in-state and out-of-state students for all graduate programs beginning in Fall 2020 and approve a tuition and fee flat rate of \$48,000 for the new Pre-licensure Master of Science in Nursing program beginning in fall 2020. The motion was seconded and approved unanimously.

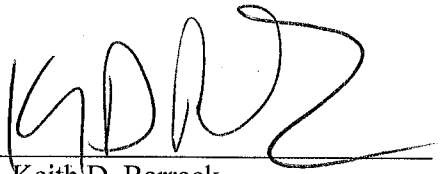
No. 3276

Reports

Student Representative Nikita Williams thanked President Cole and the Board of Trustees for their support over the past two years. Ms. Williams recounted her efforts to open a dialogue with Student Representatives from other New Jersey public universities to create a unified and active voice in Trenton on higher education funding issues and to raise awareness regarding the issue amongst the students on campus. Ms. Williams wished her successor, Ms. Fathia Balgahoom, well and stated that she enjoyed her experience as a student trustee and hoped to continue her education in the University's Psychology doctoral program.

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 12:40 p.m.



Keith D. Barrack