

MONTCLAIR STATE UNIVERSITY
Montclair, New Jersey

BOARD OF TRUSTEES
February 12, 2021

Present: Ms. Fathia Balgahoom, Ms. Rose Cali, Dr. Susan A. Cole, Ms. Mary Comito, Dr. Francis Cuss, Mr. Marc de Grandpre, Mr. George J. Hiltzik, Mr. Lawrence Inserra, Jr., Mr. Douglas Kennedy, Mr. William Mullen, and Mr. Preston Pinkett, Mr. Kent Sluyter, and Ms. Faith Victor

Absent: Mr. Ralph LaRossa

Present by invitation: Dr. Joseph Brennan, Mr. Shawn Connolly, Ms. Wendy Lin Cook, Ms. Colleen Coppla, Ms. Candace Fleming, Hon. Mark Fleming, Dr. Willard Gingerich, Mr. David Josephson, Ms. Donna McMonagle, Dr. Karen Pennington, Mr. David Vernon, Ms. Maria Anderson, Mr. Keith Barrack, and Ms. Shante Palmer

Dr. Cuss called the meeting to order via video conference at 11:30 am.

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 — February 12, 2021 — 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 December 21, 2020

Trustees approved the minutes from December 21, 2020 as distributed.

No. 3307

Matters Presented by the Chair – Dr. Francis Cuss

Dr. Cuss reported that in Closed Session the Trustees reviewed the minutes from December 21, 2020 and reviewed legal matters.

Sessoms Reclassification Appeal Motion for De Novo Reconsideration

Dr. Cuss made the following statement:

At our last meeting, the Board considered Troy Sessoms’ appeal of the denial of his request for reclassification. However, due to a procedural defect, we must reconsider the appeal *De Novo*.

Dr. Cuss then moved that the Board adopt a motion to reconsider the Troy Sessoms appeal De Novo. The motion was seconded and approve unanimously.

No. 3308

Dr. Cuss then moved that the Board approve the Final Administrative Determination of the Board of Trustees affirming the denial of the request for reclassification in the matter of Sessoms v. Vernon. The motion was seconded and approved unanimously.

No. 3309

Matters Presented By The President

President Cole reported that the spring semester is underway. The campus is open, albeit far from its usual activity levels, but there is a lot of vitality. The University has implemented a number of new safety protocols since the end of the fall term and updated a number of buildings' air filtration systems. The University is committed to an aggressive testing and tracing program and is working on obtaining access to vaccination appointments for the University community. Enrollments for the spring, summer and fall terms are strong. The School of Nursing is actively training its students to help vaccinate the public and to work with the Health Center's contract tracing program. The New Jersey Athletic Conference has permitted practices and our athletes are looking forward to spring competitions. The Facilities team has done a superb job, working around-the-clock to keep the campus safe and clean. President Cole announced that the University Foundation had elected a new chair, Greg Collins, 79', who will be the Foundations first African American chair.

Union Report

Professor Richard Wolfson spoke on behalf of AFT Local 1904. He wished everyone a belated happy new year. Professor Wolfson congratulated the new appointees, those receiving reappointments, those receiving sabbaticals, and his 21 colleagues receiving reappointment with tenure. He urged the administration to consider not requiring a full return to campus until everyone has had the opportunity to receive a vaccination and when we do return, that health considerations be given the utmost attention.

Personnel, Nominations, Compensation and Governance Committee

Mr. Sluyter reported that the Personnel, Compensation, Nominations and Governance Committee reviewed the minutes from its December 21, 2020, meeting, proposed personnel actions and a list of new hires anticipated before the Board's next meeting.

PERSONNEL ACTIONS

Mr. Sluyter moved that the Board of Trustees approve the following personnel actions:

- 6 - Professional staff appointments
- 3 - Managerial staff appointments
- 93 - Professional staff reappointments
- 79 - Faculty reappointments
- 17 - Faculty and librarian promotions
- 21 - Sabbaticals
- 21 - Reappointments with Tenure

Professional Staff Appointment (AY 2021)

+grant funded, #gift funded

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>
<i>Academic Affairs</i>				
Colleen Casenta	CEHS Career Services	Internship Coordinator, CEHS Career Services P/T (70%)	01/19/21	B.A. Fairfield University M.A. Fairfield University
Janice Dittelman	Communication Sciences/Disorders	Clinical Externship Coordinator Speech-Language Pathology	02/15/21	B.A. State University of New York M.S. Southern Connecticut State University
Ruben Irizarry	Office of the Dean	Program Associate	01/11/21	B.A. Montclair State University MBA. Montclair State University
Juliette Muñoz	Red Hawk Central	Student Services Specialist	01/19/21	B.A. Montclair State University M.A. Montclair State University
Kate Papas	Communication Sciences/Disorders	Speech-Language Pathology Clinic Director	03/15/21	B.S. Syracuse University M.S. Emerson College
Dominique Vines	Red Hawk Central	Student Services Specialist	01/19/21	B.A. Virginia Commonwealth University M.A. George Mason University

Managerial Staff Appointment (AY 2021)

+grant funded, #gift funded

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>
<i>Academic Affairs</i>				
Elizabeth Rich	Feliciano Center for Entrepreneurship/Innovation	Director of Strategic Partnerships & Initiatives, Feliciano Center for Entrepreneurship & Innovation	01/04/21	B.S University of Colorado

Enrollment Management

Cristiana Kunyczka	Enrollment Management	Assistant Vice President for International Engagement	02/01/21	B.A Stockton University M.S Drexel University PH.D Northeastern University
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Office of the President

Dawn Soufleris	Student Development/ Campus Life	Vice President for Student Development/ Campus Life	04/05/21	B.A Binghamton University M.A.T Binghamton University PH.D University at Buffalo
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Professional Staff Annual Reappointments

July 1, 2021 – June 30, 2022

*grant funded

<i>Name</i>	<i>Department</i>	<i>Title</i>
<i>Academic Affairs</i>		
Lisa Abreu Morel	Center of Pedagogy	Director of Teacher Education Advisement and Retention
Khadija Ahmed	College of Education and Human Services	Research Assistant, Center for Research and Evaluation on Education

and Human Services
(CREEHS)

Adriana Alecci	Academic Affairs	Program Associate
Courtney Catalano	Graduate School	Admissions Coordinator
Amanda Choo	Justice Studies	Internship Coordinator
Andrew Dickerson	Arts and Cultural Programming	Production Coordinator
Roger Drew	Center of Pedagogy	Program Associate
Chrissy D'Aleo Fels	Arts and Cultural Programming	Cultural Engagement Director
Caren Ferrante	Graduate School	Graduate Student Assistance Coordinator
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	Office of Research Compliance	Compliance Coordinator (IRB/IACUC)
Heather Kern	Cali School of Music	Concert Manager
Marcela Lindo	Center of Pedagogy	Program Advisor, Center of Pedagogy
Ivan Lopez	University College	Academic Advisor
Erika Marks	College of Education and Human Services	Research Assistant, Center for Research and Evaluation on Education and Human Services (CREEHS)

Katherine Melz	College of Education and Human Services	Research Assistant, Center for Research and Evaluation on Education and Human Services (CREEHS)
Tanya Miller	Ben Samuels Children's Center	Assistant Director of the Jeffrey Dworkin Early Intervention Program
Alexis Nager*	Family Science and Human Development	Research Assistant P/T (60%)
Laura Ochs*	Communication Sciences and Disorders	Speech-Language Pathologist
Kinga Picerno	College of Science and Mathematics	Program Associate, Department of Physics and Astronomy
Eugenia Providence	Computer Science	Department Administrator
Anamiriam Ribot	Academic Affairs	Program Associate for Curriculum, Assessment and Accreditation
Evelyn Rogers	School of Nursing	Graduate Program Administrative Assistant
Linsay Setzer	Cali School of Music	Administrative Services Specialist
Christina Sgambellone	College of Science and Mathematics	Academic Advisor and Transfer Student Specialist
Michelle Shanahan	Center of Pedagogy	Program Advisor
Priya Sookbir	Social Work and Child Advocacy	Field Education Coordinator
Regina Vorria	Arts and Cultural Programming	Associate Producer
Chelsey Watts	Feliciano School of Business	Director of Global Programs and Partnerships
Jen Wilenta	Psychology	Coordinator for Graduate Student Advancement

Matthew Wilson	Broadcast and Media Operations	Senior Engineer
Bernabas Wolde*	Earth and Environmental Studies	Program Manager, CESAC

Enrollment Management

Tristan Aniceto	Financial Aid	Financial Aid Counselor
Richard Bruno	Undergraduate Admissions	Admissions Counselor
Ryan Davila	Undergraduate Admissions	Admissions Counselor
Michele Deleva	Red Hawk Central	Call Center Agent
Cherese Jackson	Undergraduate Admissions	Admissions Counselor, EOF
Margaret King	Financial Aid	Financial Aid Counselor
Donna McLearie	Undergraduate Admissions	Program Associate
Zabdi Medel	Undergraduate Admissions	Community College Liaison
Adrian Perry	Red Hawk Central	Student Services Specialist
Marisa Portuesi	Undergraduate Admissions	Admissions Counselor
Anisha Saini	Undergraduate Admissions	Admissions Counselor

Human Resources

Aime Becerra	Classification and Compensation	Classification and Compensation Assistant
Sarah Gaddis	Human Resources	Compliance Assistant
Natarsha Nelson	Employee Benefits	Benefits Coordinator

Jillian Pustelniak	Human Resources	Executive Assistant to the Vice President for Human Resources
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Information Technology

Ethan Barnes	Enterprise Technology Services	Network Engineer
Dinora Gonzalez	Application Management	Student Systems Administrator
Abigail Hunte	Instructional Technology and Design Services	Senior Technology Trainer
Anu Kaushik	Application Management	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

Kayla Brady	Disability Resource Center	Disability Resource Specialist
Durell Clark	Dean of Students	Student Support Services Case Manager
Jonathan Gubitosi	Dean of Students	Veteran's Certification, Advising and Engagement Coordinator

Kerri Johnsen	Residential Life	Community Director
David Lorber	Intercollegiate Athletics	Head Coach of Baseball/Game Operations
Justin Potts	Intercollegiate Athletics	Head Coach, Men's Basketball
A.J. Primavera	Residential Life	Housing Assignments Coordinator
Sean Rossi	Intercollegiate Athletics	Assistant Men's Basketball Coach
Katelyn Sire	Intercollegiate Athletics	Assistant Women's Basketball Coach
Emily Slavin	Intercollegiate Athletics	Academic Advisor of Student Development
Rebecca Stringham	Residential Life	Community Director
Tara Temple	Intercollegiate Athletics	Head Athletic Trainer
Maria Vira	Intercollegiate Athletics	Assistant Swimming and Track Coach

University Communications and Marketing

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

University Development

Karen Hackett	Annual Giving and Alumni Relations	Associate Director of Alumni Relations
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Maria Otto	Foundation Administration and Finance	Fund Management Assistant
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University Facilities

Charna Boisrond	University Facilities	Facilities Finance Administrator
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Michael Chiappa	Capital Planning and Project Management	Architectural Design Specialist
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Gena Coffey	Environmental Health and Safety	Assistant Director of Environmental Health and Safety
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Brian Taylor	Access Control and Systems	Senior Access Control System Administrator
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Faculty reappointment (AY2021-22)

<u>Name</u>	<u>Degree</u>	<u>Department</u>	<u>Year of Rank</u>	<u>Current Appoint.</u>
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College of Education and Human Services

Maria Cioe-Pena	PhD	Educational Foundations	Assistant	3
Elizabeth Rivera Rodas	PhD	Educational Foundations	Assistant	5
Rachel Garver	PhD	Educational Leadership	Assistant	4
Blanca Vega	EdD	Educational Leadership	Assistant	4
David Phillips	PhD	Exercise Science/Physical Educ.	Assistant	4
Ashley Ermer	PhD	Family Science/Human Dev.	Assistant	4
Mousumi Bose	PhD	Nutrition/Food Studies	Assistant	5
Sze Yan Liu	PhD	Public Health	Assistant	2
Tanya Maloney	EdD	Teaching/Learning	Assistant	5

College of Humanities and Social Sciences

Cortni Borgerson	PhD	Anthropology	Assistant	3
Deborah Chatr Aryamontri	PhD	Classics/General Humanities	Assistant	5

Lesley Sylvan	EdD	Comm. Sciences/Disorders	Assistant	4
Jeffrey Gonzalez	PhD	English	Assistant	5
Elenice De Oliveira	PhD	Justice Studies	Assistant	5
Marshall Schmidt	PhD	Justice Studies	Assistant	2
Lauren Covey	PhD	Linguistics	Assistant	3
Jonathan Morgan	PhD	Philosophy	Assistant	3
Meghan Robison	PhD	Philosophy	Assistant	5
Michael Bixter	PhD	Psychology	Assistant	2
Samantha Coyle	PhD	Psychology	Assistant	3
Christopher King	PhD/JD	Psychology	Assistant	5
John Kulas	PhD	Psychology	Professor	3
Alan Pehrson	PhD	Psychology	Assistant	4
Jazmin Reyes-Portillo	PhD	Psychology	Assistant	4
John Wilson	PhD	Psychology	Assistant	5
Yingying Yang	PhD	Psychology	Assistant	4
John Soboslai	PhD	Religion	Assistant	5
Kate Temoney	PhD	Religion	Assistant	5
Matthew Cuellar	PhD	Social Work/Child Advocacy	Assistant	2
Beth Sapiro	PhD	Social Work/Child Advocacy	Assistant	3
Wendy Zeitlin	PhD	Social Work/Child Advocacy	Assistant	5
Timothy Gorman	PhD	Sociology	Assistant	3
Stephen Ruszczyk	PhD	Sociology	Assistant	5

College of Science and Mathematics

Bong Jae Chung	PhD	Applied Mathematics/Statistics	Assistant	3
	PhD		Assistant	4
Matthew Aardema	PhD	Biology	Assistant	4
Colette Feehan		Biology		4
Robert O'Hagan	PhD	Biology	Assistant	3
Matthew Schuler	PhD	Biology	Assistant	2
Magnus Bebbington	PhD	Chemistry and Biochemistry	Associate	3
Il Hyung Lee	PhD	Chemistry and Biochemistry	Assistant	2
Vaibhav Kumar Anu	PhD	Computer Science	Assistant	3

Boxiang Dong	PhD	Computer Science	Assistant	5
Dawei Li	PhD	Computer Science	Assistant	4
Jiayin Wang	PhD	Computer Science	Assistant	4
Weitian Wang	PhD	Computer Science	Assistant	2
Kazi Zakia Sultana	PhD	Computer Science	Assistant	3
Ying Cui	PhD	Earth/Environmental Studies	Assistant	3
Joseph DiNapoli	PhD	Mathematics	Assistant	3
Shaon Ghosh	PhD	Physics and Astronomy	Assistant	2
Rodica Martin	PhD	Physics and Astronomy	Assistant	5

College of the Arts

Livia Alexander	PhD	Art and Design	Assistant	5
Nicole Archer	PhD	Art and Design	Assistant	3
May Chae	PhD	Art and Design	Assistant	5
Christopher Kaczmarek	MFA	Art and Design	Assistant	3
Charlotte Kent	PhD	Art and Design	Assistant	4
Nicholas DeMaison	PhD	Cali School of Music	Associate	2
Bryan Powell	DMA	Cali School of Music	Assistant	3
Michael Viega	PhD	Cali School of Music	Assistant	3
Tara Conley	EdD	School of Communication/Media	Assistant	3
Jessica Brater	PhD	Theatre and Dance	Assistant	5
Peter Flynn	BS	Theatre and Dance	Associate	2

Feliciano School of Business

Deniz Appelbaum	PhD	Accounting and Finance	Assistant	4
Belay Begashaw	PhD	Economics	Professor	2
Edmond Berisha	PhD	Economics	Assistant	4
Orkideh Gharehgozli	PhD	Economics	Assistant	3
Abdullah Albizri	PhD	Info. Mgmt./Business Analytics	Assistant	5
Marina Johnson	PhD	Info. Mgmt./Business Analytics	Assistant	3
Serhat Simsek	PhD	Info. Mgmt./Business Analytics	Assistant	2
Melissa Gutworth	PhD	Management	Assistant	4
Young Hoon Jung	PhD/JD	Management	Assistant	2
Huy Nguyen	PhD	Management	Assistant	3
Michele Rigolizzo	DBA	Management	Assistant	4
Te Wu	DPS	Management	Assistant	5
Zhu Zhu	PhD	Management	Assistant	5
Tianfu Wang	PhD	Marketing	Assistant	3
Junzhou Zhang	PhD	Marketing	Assistant	2

School of Nursing

Nastassia Davis	DNP	School of Nursing	Assistant	2
Mary Elizabeth Duffy	DNP	School of Nursing	Associate	2
Yanick Joseph	EdD	School of Nursing	Assistant	3

Sabbatical (AY22)

<i>Name</i>	<i>Department</i>	<i>Period of Leave</i>
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College of Education and Human Services

Monica Taylor	Educational Foundations	Spring 2022
Emily Hodge	Educational Leadership	Fall 2021
Lauren Dinour	Nutrition and Food Studies	Fall 2021
Susan Baglieri	Teaching and Learning	Spring 2022
Emily Klein	Teaching and Learning	Spring 2022
Minsun Shin	Teaching and Learning	Fall 2021

College of Humanities and Social Sciences

Katherine McCaffrey	Anthropology	Spring 2022
Johnny Lorenz	English	Spring 2022

Laura Nicosia	English	Fall 2021
Cary Federman	Justice Studies	Spring 2022
Arnaud Kurze	Justice Studies	AY 2021-2022
Venezia Michalsen	Justice Studies	Fall 2021
Anna Feldman	Linguistics	Spring 2022
Antoinette Pole	Political Science and Law	Fall 2021
Anthony Spanakos	Political Science and Law	AY 2021-2022
Milton Fuentes	Psychology	Fall 2021
Laura Lakusta	Psychology	Spring 2022

College of Science and Mathematics

Jinshan Gao	Chemistry and Biochemistry	Spring 2022
Mark Whitener	Chemistry and Biochemistry	Spring 2022
Jorge Lorenzo Trueba	Earth and Environmental Studies	AY 2021-2022

Feliciano School of Business

Yanli Zhang	Management	Spring 2022
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Faculty Reappointment with Tenure (effective September 2021)

Highest		
<i>Name</i>	<i>Degree</i>	<i>Department</i>

College of Education and Human Services

Emily Hodge	PhD	Educational Leadership
Reva Jaffe-Walter	PhD	Educational Leadership
Evan Matthews	PhD	Exercise Science/Physical Education
Adrian Kerrihard	PhD	Nutrition and Food Studies
Jessica Bacon	PhD	Teaching and Learning

College of Humanities and Social Sciences

Maisa Taha	PhD	Anthropology
Michael Boyle	PhD	Communication Sciences/Disorders
Elsbeth Martini	PhD	History
Jason Williams	PhD	Justice Studies
Benjamin Nienass	PhD	Political Science and Law
Joshua Sandry	PhD	Psychology
Tina Zottoli	PhD	Psychology
Nicole Lytle	PhD	Social Work and Child Advocacy

College of Science and Mathematics

Jaelyn Catalano	PhD	Chemistry and Biochemistry
Glen O'Neil	PhD	Chemistry and Biochemistry
Bharath Kumar Samanthula	PhD	Computer Science
Deepak Bal	PhD	Mathematics

College of the Arts

Thomas Franklin	BFA	School of Communication/Media
Marylou Naumoff	PhD	School of Communication/Media

Feliciano School of Business

Joshua Lupinek	PhD	Hospitality and Tourism
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School of Nursing

Rachel Lyons	DNP	School of Nursing
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Library

Siobhan McCarthy*	MLIS	Research and Reference Services
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* tenure effective July 2021

The motion was seconded and approved unanimously with the noted recusal.

No. 3310

Academic Affairs and Facilities

Mr. Mullen reported that the Academic Affairs and Facilities Committee reviewed the minutes from its December 21, 2020 meeting, received a capital project report, reviewed the Clery report, and received a fall semester update.

Audit, Finance, and Investment Committee

Mr. Kennedy reported that the Audit, Finance and Investment Committee reviewed the minutes from its meeting on December 21, 2020, reviewed contract awards, received a quarterly budget update, and discussed the internal audit program.

CONTRACT AWARD AUTHORIZATIONS

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

- IT Service Management Application (ServiceNow) - \$700,920

The motion was seconded and approved unanimously.

No. 3311

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

Dr. Cuss remarked that this will be the last board meeting Vice President Pennington will attend before her much deserved retirement. Dr. Cuss moved as follows:

Whereas: Dr. Karen Pennington has been Vice President for Student Development and Campus life at Montclair State University for twenty-three years and will retire from the University on March 31, 2021; and

Whereas: During her tenure as Vice President, she has made a distinguished and critical contribution to the transformation of the University, playing a leadership role in growing the enrollment and the diversity of the student population, and implementing programs to support students' academic success and leadership development; and

Whereas: Dr. Pennington has been recognized as a national leader in the field of student affairs, serving as a member of the Board of Directors of the National Association of Student Personnel Administrators and as its Chair, as a member of the Review Group of the National Higher Education Center for Alcohol, Other Drug and Violence Prevention, on the Board of Directors of the American Conference on Diversity, on the Board of Trustees of the University of Scranton, on the roster of Fulbright Visiting Specialists, on the Clery Center for Campus Safety Advisory Board, and on the International Advisory Board of the Higher Education Law and Policy Center of Stetson University College of Law; and

Whereas: Dr. Pennington has been a committed mentor to staff members and students and has positively impacted the lives of thousands of Montclair State University Students; and

Whereas: Dr. Pennington has been a trusted and highly valued advisor and partner to her colleagues at the University, to the President, and to this Board of Trustees; and

Now, therefore, it is resolved that the Montclair State University Board of Trustees express their heartfelt thanks to Dr. Karen Pennington for her long years of loyal and valued service, for her unfailing integrity, for her many significant contributions, and for the distinctive model she has been of positive and constructive leadership; and

Further, the Board of Trustees expresses, on behalf of the whole University, but especially on behalf of generations of students, the debt of gratitude it feels for her years of effort, and the Board wishes her good fortune and happiness in the years to come.

The motion was seconded and approved unanimously.

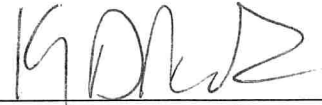
No. 3312

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 12:15 p.m.



Keith D. Barrack