

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 Balghoom 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 of	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 Assistant 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 Instructional 09/01/19
Child Advocacy Specialist
Paul Urban School of Instructional 09/01/19
Business Specialist

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 Entrepreneuership	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	East Stroudsburg University
				BA	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	Seton Hall University
				BA	Rutgers University
Rajendra Shah	Facilities	Director of Mechanical Services	8/26/19	MA	York College of Pennsylvania
				BS	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	Columbia University School of Nursing Columbia University School of Nursing Columbia University
Jen Wilenta	Psychology	Coordinator for Graduate Student Advancement	9/3/19	PHD MA	Columbia University Montclair State University
				BS	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

MONTCLAIR STATE UNIVERSITY
Montclair, New Jersey

BOARD OF TRUSTEES
October 23, 2019

Present: Ms. Rose Cali, Dr. Susan A. Cole, Dr. Francis Cuss, Mr. George Hiltzik, Mr. Lawrence Inserra, Jr., Mr. Preston Pinkett, Mr. Kent Sluyter, Ms. Nikita Williams, and Ms. Fathia Balgahoom

Absent: Ms. Mary Comito, Mr. Marc de Grandpre, Mr. Douglas Kennedy, Mr. Ralph LaRossa, Mr. John McGoldrick, and Mr. William Mullen

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 Feliciano School of Business, Room 255 at 11:35 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 —October 23, 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 September 11, 2019

Trustees approved the minutes from September 11, 2019 as distributed. Trustee Inserra abstained.

No. 3253

Matters Presented by the Chair – Dr. Francis Cuss

Dr. Cuss reported that in closed session the Trustees reviewed the minutes from September 11, 2019, reviewed legal matters, heard reports from the Committee Chairs, met in Executive Session, and received updates regarding contract negotiations.

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

President Cole reported that Homecoming was held on October 19th, to great success. Thousands of alumni, family and friends flooded the campus and were treated to talent shows, carnival rides, and the opportunity to reconnect with friends and faculty mentors.

Union Report

Professor Richard Wolfson spoke on behalf of AFT Local 1904, congratulating the 14 professors achieving emeriti status. Professor Wolfson stated he looked forward to seeing the Provost’s recommendations

regarding the revision of the University's core education requirements. He sought additional information regarding contract awards and noted the AFT's participation in Homecoming.

Personnel, Compensation, Nominations and Governance Committee

Ms. Cali reported that the Personnel, Compensation, Nominations and Governance Committee reviewed the minutes from its September 11, 2019, 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:

- 11 - Professional/managerial staff appointments
- 14 - Professors Emeriti

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>	
Brianne Baird	Development	Assistant Vice President, Corporate/Foundation Relations	10/07/19	BA	Syracuse University
Jessica Cowan	Center for Autism	Lead Trainer and Technical Assistant Specialist	10/14/19	BSW MSW	West Chester University of Pennsylvania Monmouth University
Amanda Choo	Justice Studies	Internship Coordinator	10/4/19	BA MHRM MA	Rutgers, The State University of New Jersey Rutgers, The State University of New Jersey Rutgers, The State University of New Jersey
Roger Drew	Center of Pedagogy	Program Associate	09/16/19	BA	Manhattanville College
Jonathan Gubitosi	Center for Leadership/Engagement	Veteran's Certification, Advisor and	9/16/19	BA MA	Centenary University College Montclair State University

Engagement
Coordinator

Meghan Hearn	Student Development and Campus Life	Director, Disability Resource Center	9/14/19	BA MS	University of Phoenix University of Phoenix
Marcela Lindo	Center of Pedagogy	Program Associate	10/07/19	BA MA MA	Rutgers, The State University of New Jersey, New Brunswick Fairleigh Dickinson University Montclair State University
<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>	
Yolanda Sosa Ortiz	Center for Autism	Lead Trainer and Technical Assistance Specialist	10/14/19	MEd	University of Illinois at Urbana-Champaign
Alexandra Rush	RYTE Institute	Research Assistant	10/14/19	BA MA	Rutgers, The State University of New Jersey, New Brunswick Long Island University
Yehia Wafa	Academic Affairs/Research	Vivarium Director	10/21/19	BVSc	Cairo University
Qiana Watson	Human Resources	Associate Vice President for Compliance/Labor Relations	10/07/19	BA JD	St. John's College Temple University

PROFESSOR JANET CUTLER

- Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emerita status for a retired professor should it desire to recognize meritorious performance, and
- Whereas: Professor Janet Cutler has retired from Montclair State University, College of Humanities and Social Science, Department of English, and
- Whereas: Professor Cutler served the University for forty-one years, and
- Whereas: She taught generations of Montclair State students, created the interdisciplinary Film Minor and served as its coordinator for thirty years; and served as Coordinator of the Film Studies Program, and
- Whereas: Professor Cutler published *Struggles for Representation: African-American Documentary Film and Video*, the first book of its kind on the subject, and she published widely on race and cinema, including work on the films of Charles Burnett, the L.A. School and the work of Marlon Riggs, and on women and the American avant-garde cinema.

Now, therefore, be it

- Resolved: That Janet Cutler be designated Professor Emerita of Montclair State University with all the rights, duties, and privileges thereunto appertaining.

PROFESSOR TINA JACOBOWITZ

- Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emerita status for a retired professor should it desire to recognize meritorious performance, and
- Whereas: Professor Tina Jacobowitz has retired from Montclair State University, College of Education and Human Services, Department of Early Childhood, Elementary and Literacy Education, and
- Whereas: Professor Jacobowitz served the University for thirty-nine years, and
- Whereas: She taught generations of Montclair State students; served as Department Chair for nine years; and coordinated the Agenda for Education in a Democracy and the Leadership Associates Program, and
- Whereas: Professor Jacobowitz published book chapters and numerous articles in scholarly journals in the field of teacher education; created the first *Portrait of a Teacher*, the embodiment of the mission of the University's teacher education program; and was selected to be an honorary member by Alpha Lambda Delta based on her dedication to the field of education and her excellent teaching.

Now, therefore, be it

Resolved: That Tina Jacobowitz be designated Professor Emerita of Montclair State University with all the rights, duties, and privileges thereunto appertaining.

PROFESSOR MARK HUBEY

Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emeritus status for a retired professor should it desire to recognize meritorious performance, and

Whereas: Professor Mark Hubey has retired from Montclair State University, College of Science and Mathematics, Department of Computer Science, and

Whereas: Professor Hubey served the University for over 35 years, and

Whereas: He served as Professor of Computer Science, and was an important contributor to the department's development, designing and teaching a broad array of courses, and

Whereas: Professor Hubey distinguished himself as a scholar in the fields of computer science, as well as philosophy.

Now, therefore, be it

Resolved: That Mark Hubey be designated Professor Emeritus of Montclair State University with all the rights, duties, and privileges thereunto appertaining

PROFESSOR AGATHA E. JEFFERS

Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emerita status for a retired professor should it desire to recognize meritorious performance, and

Whereas: Professor Agatha E. Jeffers has retired from Montclair State University, Feliciano School of Business, Department of Accounting and Finance, and

Whereas: Professor Jeffers served the University for over seventeen years, and

Whereas: She served as Professor of Accounting, served on numerous committees at the Department, School, and University levels, taught at the graduate and undergraduate levels, served as the African American caucus representative on the President's Commission on Affirmative Action and Diversity, and organized the Promise Prize for undergraduate accounting students for the Change Create Transform Foundation, and

Whereas: Professor Jeffers' scholarly contributions include the publication of numerous refereed journal articles and the presentation of many papers at academic conferences, and she earned the New Jersey Business and Industry Association's *Bright Idea Award* three times for research papers.

Now, therefore, be it

Resolved: That Professor Agatha E. Jeffers be designated as Professor Emerita of Montclair State University with all rights, duties, and privileges thereunto appertaining.

PROFESSOR LORRAINE KATTERHENRY

Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emerita status for a retired professor should it desire to recognize meritorious performance, and

Whereas: Professor Lorraine Katterhenry has retired from Montclair State University, College of the Arts, Department of Theatre and Dance, and

Whereas: Professor Katterhenry served the University for thirty-three years, and

Whereas: She served as the Director of the Dance program, Deputy Chair of the Department of Theater and Dance; was instrumental in the development of the BA and MFA in Dance; and inspired as well as mentored multiple generations of Montclair State students, enhancing their development as dancers, choreographers, arts administrators, and dance teachers, and

Whereas: Professor Katterhenry choreographed over twenty works for University Dance majors and her choreographic work received both regional and national recognition.

Now, therefore, be it

Resolved: That Lorraine Katterhenry be designated Professor Emerita of Montclair State University with all the rights, duties, and privileges thereunto appertaining.

PROFESSOR MICHAEL KRUGE

Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emeritus status for a retired professor should it desire to recognize meritorious performance, and

Whereas: Professor Michael Kruge has retired from Montclair State University, College of Science and Mathematics, Department of Earth and Environmental Studies, and

Whereas: Professor Kruge served the University for seventeen years, and

Whereas: He served as Associate Dean of the College of Science and Mathematics, facilitating the recruitment of research-active faculty and associated growth of state of the art research facilities throughout the College, and

Whereas: He distinguished himself as an international scholar in the fields of geochemistry and environmental forensics, and

Whereas: Professor Kruge designed and taught a broad array of geology, environmental science, energy, and geochemistry courses; and served the department with distinction as an undergraduate program advisor and research mentor.

Now, therefore, be it

Resolved: That Michael Kruge be designated Professor Emeritus of Montclair State University with all the rights, duties, and privileges thereunto appertaining.

PROFESSOR JAY LIVINGSTON

Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emeritus status for a retired professor should it desire to recognize meritorious performance, and

Whereas: Professor Jay Livingston has retired from Montclair State University, College of Humanities of Social Sciences, Department of Sociology, and

Whereas: Professor Livingston served the University for forty-seven years, and

Whereas: He taught generations of Montclair State students, served multiple terms as the Chair of the Sociology Department; created new courses for the Departments of Sociology and Justice Studies; and was instrumental in the planning and creation of the Justice Studies department, and

Whereas: Professor Livingston wrote a seminal sociological study of gambling addiction titled *Compulsive Gamblers: Observations on Action and Abstinence*, and was the author of university-level textbooks and articles in both scholarly and general-interest publications.

Now, therefore, be it

Resolved: That Jay Livingston be designated Professor Emeritus of Montclair State University with all the rights, duties, and privileges thereunto appertaining.

PROFESSOR TZU CHIANG ERNEST MA

Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emeritus status for a retired professor should it desire to recognize meritorious performance, and

Whereas: Professor Tzu Chiang Ernest Ma has retired from Montclair State University, College of Science and Mathematics, Department of Physics and Astronomy, and

Whereas: Professor Ma served the University for thirty-six years, and

Whereas: He served as instructor in the physics major, where he was known as an excellent teacher who trained generations of physics students, and

Whereas: Professor Ma contributed broadly to physics education, and to our understanding of solid state physics through many publications and presentations to scholarly associations.

Now, therefore, be it

Resolved: That Tzu Chiang Ernest Ma be designated Professor Emeritus of Montclair State University with all the rights, duties, and privileges thereunto appertaining.

PROFESSOR LUIS E. MONTESINOS

Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emeritus status for a retired professor should it desire to recognize meritorious performance, and

Whereas: Professor Luis E. Montesinos has retired from Montclair State University, College of Humanities of Social Sciences, Department of Psychology, and

Whereas: Professor Montesinos served the University for twenty-nine years, and

Whereas: He served as the Acting Dean, Associate Dean, and Director of the New Faculty Program; he received the Distinguished Teacher Award, and the Dean's Recognition Award for Scholarly work, and

Whereas: Professor Montesinos has an international reputation in the field of health psychology, having published peer reviewed articles and book chapters. He was a Visiting Professor in Chile and Spain and served as consultant for graduate programs and accreditation bodies in those countries. He has served as a member of steering committees for the World Congress on Behavior and Cognitive Therapy and Editorial Boards on psychological international journals.

Now, therefore, be it

Resolved: That Luis E. Montesinos be designated Professor Emeritus of Montclair State University with all the rights, duties, and privileges thereunto appertaining.

PROFESSOR RUTH RENDLEMAN

Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emerita status for a retired professor should it desire to recognize meritorious performance, and

Whereas: Professor Ruth Rendleman has retired from Montclair State University, College of the Arts, John J. Cali School of Music, and

- Whereas: Professor Rendleman served the University for forty-four years, and
- Whereas: She served the University with great distinction as Professor of Music, Chair of the Department of Music, and Director of the Cali School of Music. She also served as coordinator of programs in Music Theory and in Piano, founded and directed the Music Preparatory Division and the Stokes Forest Music Camp, and
- Whereas: Professor Rendleman is an active pianist and chamber musician, and has received multiple awards and grants from the National Endowment for the Humanities for manuscript studies and theoretical analysis; has presented her trailblazing work on improvisation in Haydn, Mozart, and Beethoven, in both academic presentation and performance, to many audiences in North America, and has taught masterclasses and performances in Europe, Asia, and Australia.
- Now, therefore, be it
- Resolved: That Ruth Rendleman be designated Professor Emerita of Montclair State University with all the rights, duties, and privileges thereunto appertaining.

PROFESSOR SUSANA M. SOTILLO

- Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emerita status for a retired professor should it desire to recognize meritorious performance, and
- Whereas: Professor Susana M. Sotillo has retired from Montclair State University, College of Humanities and Social Sciences, Department of Linguistics and
- Whereas: Professor Sotillo served the University for thirty years, and
- Whereas: She served as a faculty member, teaching English as a Second Language, language and culture, and bilingual courses to generations of students; was a leader in the design, technological development, and successful teaching of online linguistics courses, and
- Whereas: Professor Sotillo published numerous articles and book chapters on computer-mediated communication and SMS texting in numerous journals of language, linguistics and technology; and her publications were internationally recognized as significant contributions to Applied Linguistics, Teaching through Technology, Applied Corpus Linguistics, Bilingualism, and Theoretical Linguistics.
- Now, therefore, be it
- Resolved: That Susana M. Sotillo be designated Professor Emerita of Montclair State University with all the rights, duties, and privileges thereunto appertaining.

PROFESSOR DAVID JOHN TOWNSEND

- Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emeritus status for a retired professor should it desire to recognize meritorious performance, and
- Whereas: Professor David John Townsend has retired from Montclair State University, College of Humanities of Social Sciences, Department of Psychology, and
- Whereas: Professor Townsend served the University for forty-seven years, and
- Whereas: He created the interdisciplinary Cognitive Science Minor in collaboration with colleagues from Communication Sciences and Disorders, Computer Science, Linguistics, and Philosophy and served as Coordinator of Cognitive Science; received Montclair State University's Distinguished Scholar Award; and served as Department Chair of Psychology, and
- Whereas: Professor Townsend was the author of a book, numerous scholarly articles and book chapters, and over one hundred national and international conference presentations and/or invited addresses, and received four federal research grants.

Now, therefore, be it

- Resolved: That David John Townsend be designated Professor Emeritus of Montclair State University with all the rights, duties, and privileges thereunto appertaining.

PROFESSOR NILUFER USMEN

- Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emerita status for a retired professor should it desire to recognize meritorious performance, and
- Whereas: Professor Nilufer Usmen has retired from Montclair State University, Feliciano School of Business, Department of Accounting and Finance, and
- Whereas: Professor Usmen served the University for twenty-two years as a faculty member, and
- Whereas: She is recognized as an exceptional teacher with a clearly demonstrated commitment to the intellectual development and welfare of her students to whom she was an exceptional role model of academic integrity and professional competence, and
- Whereas: She has made outstanding contributions to the development and progress of undergraduate and graduate programs in finance and in the School of Business, and
- Whereas: Professor Usmen's publications include numerous leading books, scholarly research articles and presentations on the field of finance, as well as invited presentations and editorial leadership in the discipline.

Now, therefore, be it

Resolved: That Nilufer Usmen be designated Professor Emerita of Montclair State University with all the rights, duties, and privileges thereunto appertaining.

PROFESSOR DEBRA ANN ZELLNER

Whereas: Pursuant to Montclair State University personnel policies, the Board of Trustees, upon recommendation of the President, may provide emerita status for a retired professor should it desire to recognize meritorious performance, and

Whereas: Professor Debra Ann Zellner has retired from Montclair State University, College of Humanities of Social Sciences, Department of Psychology, and

Whereas: Professor Zellner served the University for eighteen years, and

Whereas: She served as Chair of the Institutional Review Board; served as advisor for the Montclair State University chapter of Psi Chi, the international honor society in Psychology and mentored over 50 Montclair State University students in research resulting in 45 students appearing as her co-authors on refereed research publications, and

Whereas: Professor Zellner authored numerous scholarly journal articles and book chapters; was named a Fellow by the Association for Psychological Science, the Psychonomic Society, and the Eastern Psychological Association; served as an Editor on the boards of scholarly journals, and presented her research at conferences, research institutes, and universities throughout the United States and internationally.

Now, therefore, be it

Resolved: That Debra Ann Zellner be designated Professor Emerita of Montclair State University with all the rights, duties, and privileges thereunto appertaining.

The motion was seconded and approved unanimously.

No. 3254

Academic Affairs and Facilities Committee

Mr. Inserra reported that the Academic Affairs and Facilities Committee reviewed the minutes from its September 11, 2019 meeting, received a capital project report, and reviewed the Clery report.

Ice Arena Contract

Mr. Inserra moved that the Montclair State University Board of Trustees authorize the President or Vice President for Finance and Treasurer to negotiate and then execute an operating agreement with Firland Management that is substantially consistent with the requirements of the RFP and Firland's proposal. The motion was seconded and approved unanimously.

No. 3255

Ph.D. in Organizational/Industrial Psychology

Mr. Inserra moved that the Montclair State University Board of Trustees approves the establishment of a Ph.D. in Organizational/Industrial Psychology, effective September 2020. The motion was seconded and approved unanimously.

No. 3256

Audit, Finance and Investment Committee

Mr. Sluyter reported that the Audit, Finance and Investment Committee reviewed its minutes from its meeting on September 11, 2019, reviewed contract awards, reviewed the University's quarterly budget report and year-end budget report, and met with the University's independent auditors regarding the 2018-19 financial statements.

Contract Awards

Mr. Sluyter moved that the Board of Trustees approve the following contracts award:

- Information Technology Equipment Lease (Apple, Dell, Hewlett Packard, Lenovo, Panasonic, and Toshiba) - \$6,820,830
- Occupational Health Clinic Staff Services (Atlantic Health System) - \$976,028
- Williams Hall Construction – Increase (K&D Contractors) - \$842,130 (\$62,505 increase)
- College Hall Architectural Services – Increase (HMR architects) - \$3,364,996 (\$329,996 increase)
- College Hall furniture (Commercial Furniture Interiors) - \$2,043,000
- Conference Center Sony Upgrade Phase 2 (Sony Professional Services) - \$888,632
- Professional Services - \$500,000

The motion was seconded and approved unanimously.

No. 3257

Year-End Closing Audit

Mr. Sluyter moved that the Board of Trustees adopt the 2018-2019 financial statements and audit report, as presented to the Audit, Finance, and Investment Committee, and subject to further revisions to be made by the Vice President for Finance and Treasurer in consultation with the University's independent auditors, PFK O'Connor Davies, LLP, to reflect GASB No. 75.

No. 3258

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.

A handwritten signature in black ink, appearing to read 'KDB', is written over a horizontal line.

Keith D. Barrack

MONTCLAIR STATE UNIVERSITY
Montclair, New Jersey

BOARD OF TRUSTEES
December 13, 2019

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

Absent: Dr. Francis Cuss, Mr. Marc de Grandpre, Mr. Lawrence Inserra, Jr., and Mr. John McGoldrick

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

Mr. Sluyter called the meeting to order in the University Hall Conference Center at 11:35 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 — December 13, 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 October 23, 2019

Trustees approved the minutes from October 23, 2019 as distributed.

No. 3259

Matters Presented by the Vice Chair – Mr. Kent Sluyter

Mr. Sluyter reported that in closed session the Trustees reviewed the minutes from October 23, 2019, reviewed legal matters, heard reports from the Committee Chairs, and received updates regarding contract negotiations.

Honorary Degree

Mr. Sluyter moved that the Montclair State University Board of Trustees confer upon New Jersey Attorney General Gurbir S. Grewal the degree of Doctor of Laws, *honoris causa*, to be awarded on January 17, 2020 at the Graduate Commencement ceremony. The motion was seconded and passed unanimously.

No. 3260

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

President Cole announced that the Dean of the Feliciano School of Business, A. Gregory Cant, will be leaving the University effective May 31, 2020 to assume the Presidency of Wilkes University. Dr. Cole wished Dean Cant congratulations and thanked him for 5 years of exemplary service. President Cole noted that Vice President for Student Development and Campus Life Karen Pennington, will be honored by the National Association of Student Personnel Administrators with the Scott Goodnight Award for Outstanding Performance at its upcoming annual national conference. MacArthur Fellow Professor Jeffrey Miller gave a public lecture in the Alexander Kasser Theater regarding his discovery of the earliest known version of the King James Bible. It was attended by over 400 members of the public and University Community. Director of Choral Programs Heather Buchannan presented “Considering Matthew Sheppard”, a work of 190 University choral students that was remarkable and evocative. Admissions for the Fall 2020 semester is strong both in terms of the quality of and number of students. The College Hall construction project is on time and on budget, and we look forward to occupying the building this Summer. Dr. Cole wished all a happy and healthy holiday season and thanked the facilities team for their work over the semester break.

Union Report

Professor Brian Abrams spoke on behalf of AFT Local 1904, expressing his desire that State-wide contract negotiations move forward quickly. Professor Abrams was pleased that the Adjunct Faculty had reached a tentative agreement with the State, congratulated the 85 members of the faculty and librarians that were reappointed, the 24 faculty members who were reappointed with tenure, as well as the members of the professional staff receiving reappointment.

Personnel, Compensation, Nominations and Governance Committee

Ms. Cali reported that the Personnel, Compensation, Nominations and Governance Committee reviewed the minutes from its October 23, 2019, 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:

- 24 - Faculty reappointments with tenure
- 18 - Faculty promotions
- 61 - 3rd, 4th, and 5th year faculty reappointments
- 2 - Faculty appointments
- 22 - Professional/managerial staff appointments
- 151- Professional staff reappointments

Faculty Reappointment with Tenure (effective September 2020)

<i>Name</i>	<i>Highest Degree</i>	<i>Department</i>
College of Education and Human Services		
Michael Hannon	PhD	Counseling
Pablo Tinio	DNS	Educational Foundations
Peter Hosick	PhD	Exercise Science/Physical Educ.
Renata Blumberg	PhD	Nutrition/Food Studies
College of Humanities and Social Sciences		
Michael Robbins	PhD	English
Tarika Daftary Kapur	PhD	Justice Studies
Arnaud Kurze	PhD	Justice Studies
Daniela Peterka-Benton	PhD	Justice Studies
Pascale LaFountain	PhD	Modern Languages/Literatures
Kevin Askew	PhD	Psychology
Sally Grapin	PhD	Psychology
Daniel Simonet	PhD	Psychology
Bradley Forenza	PhD	Social Work/Child Advocacy
Vikash Singh	PhD	Sociology
College of Science and Mathematics		
Jorge Lorenzo Trueba	PhD	Earth/Environmental Studies
Andrada Ivanescu	PhD	Mathematical Sciences
Eileen Murray	PhD	Mathematical Sciences
College of the Arts		
Bond Benton	PhD	School of Communication/Media
Kelly Whiteside	MS	School of Communication/Media
Heather Larson (Benton)	MFA	Theatre and Dance
Feliciano School of Business		
Devon Johnson	PhD	Marketing
Manveer Mann	PhD	Marketing
School of Nursing		
Sarah Kelly*	PhD	School of Nursing
Library		
Catherine Baird*	MLS	Library Public Services

* tenure effective July 2020

Faculty and Librarian Promotion (effective September 2020)

Highest			
<i>Name</i>	<i>Degree</i>	<i>Department</i>	
College of Education and Human Services			
Michael Hannon	PhD	Counseling	Associate
Peter Hosick	PhD	Exercise Science/Physical Educ.	Associate
Renata Blumberg	PhD	Nutrition/Food Studies	Associate
College of Humanities and Social Sciences			
Michael Robbins	PhD	English	Associate
Arnaud Kurze	PhD	Justice Studies	Associate
Pascale LaFountain	PhD	Modern Languages/Literatures	Associate
Kevin Askew	PhD	Psychology	Associate
Sally Grapin	PhD	Psychology	Associate
Daniel Simonet	PhD	Psychology	Associate
Bradley Forenza	PhD	Social Work/Child Advocacy	Associate
Vikash Singh	PhD	Sociology	Associate
College of Science and Mathematics			
Jorge Lorenzo Trueba	PhD	Earth/Environmental Studies	Associate
Andrada Ivanescu	PhD	Mathematical Sciences	Associate
Eileen Murray	PhD	Mathematical Sciences	Associate
College of the Arts			
Kelly Whiteside	MS	School of Communication/Media	Associate
Heather Larson (Benton)	MFA	Theatre and Dance	Associate
Feliciano School of Business			
Manveer Mann	PhD	Marketing	Associate
Library			
Catherine Baird	MLS	Library Public Services	Librarian I*

* Promotion effective July 2020

Faculty reappointment (AY2020-21)

<i>Highest</i>			<i>Year of</i>	<i>Current</i>
<i>Name</i>	<i>Degree</i>	<i>Department</i>	<i>Rank</i>	<i>Appoint.</i>
<u>College of Education and Human Services</u>				
Elizabeth Rivera Rodas	PhD	Educational Foundations	Assistant	4
Rachel Garver	PhD	Educational Leadership	Assistant	3
Emily Hodge	PhD	Educational Leadership	Assistant	5
Reva Jaffe-Walter	PhD	Educational Leadership	Assistant	5
Blanca Vega	EdD	Educational Leadership	Assistant	3
Evan Matthews	PhD	Exercise Science/Physical Educ.	Assistant	5
David Phillips	PhD	Exercise Science/Physical Educ.	Assistant	3
Ashley Ermer	PhD	Family Science/Human Dev.	Assistant	3
Mousumi Bose	PhD	Nutrition/Food Studies	Assistant	4
Adrian Kerrihard	PhD	Nutrition/Food Studies	Assistant	5
Jessica Bacon	PhD	Teaching/Learning	Assistant	5
Rebecca Linares	PhD	Teaching/Learning	Assistant	3
Tanya Maloney	EdD	Teaching/Learning	Assistant	4

College of Humanities and Social Sciences

Maisa Taha	PhD	Anthropology	Assistant	5
Deborah Chatr Aryamontri	PhD	Classics/General Humanities	Assistant	4
Michael Boyle	PhD	Comm. Sciences/Disorders	Assistant	5
Lesley Sylvan	EdD	Comm. Sciences/Disorders	Assistant	3
Jeffrey Gonzalez	PhD	English	Assistant	4
Elsbeth Martini	PhD	History	Assistant	5
Elenice De Oliveira	PhD	Justice Studies	Assistant	4
Jason Williams	PhD	Justice Studies	Assistant	4
Meghan Robison	PhD	Philosophy	Assistant	4
Avram Segall	JD	Political Science/Law	Associate	*
Christopher King	PhD/JD	Psychology	Assistant	4
Alan Pehrson	PhD	Psychology	Assistant	3
Jazmin Reyes-Portillo	PhD	Psychology	Assistant	3
Joshua Sandry	PhD	Psychology	Assistant	5
John Wilson	PhD	Psychology	Assistant	4
Yingying Yang	PhD	Psychology	Assistant	3
Tina Zottoli	PhD	Psychology	Assistant	5
John Soboslai	PhD	Religion	Assistant	4
Kate Temoney	PhD	Religion	Assistant	4
Nicole Lytle	PhD	Social Work/Child Advocacy	Assistant	5
Wendy Zeitlin	PhD	Social Work/Child Advocacy	Assistant	4
Stephen Ruszczyk	PhD	Sociology	Assistant	4

Faculty reappointment (AY2020-21)

<i>Highest</i>				<i>Year of</i>
<i>Name</i>	<i>Degree</i>	<i>Department</i>	<i>Rank</i>	<i>Current</i>
				<i>Appoint.</i>
<u>College of Science and Mathematics</u>				
	PhD		Assistant	3
Matthew Aardema	PhD	Biology	Assistant	3
Colette Feehan	PhD	Biology	Assistant	3
Jaclyn Catalano	PhD	Chemistry/Biochemistry	Assistant	5
Glen O'Neil	PhD	Chemistry/Biochemistry	Assistant	4
Boxiang Dong	PhD	Computer Science	Assistant	4
Bharath Kumar Samanthula	PhD	Computer Science	Assistant	5
Dawei Li	PhD	Computer Science	Assistant	3
Jiayin Wang	PhD	Computer Science	Assistant	3
Jessica Miller	PhD	Earth/Environmental Studies	Assistant	3
Deepak Bal	PhD	Mathematical Sciences	Assistant	5
Teo Paoletti	PhD	Mathematical Sciences	Assistant	5
Rodica Martin	PhD	Physics and Astronomy	Assistant	4

College of the Arts

Livia Alexander	PhD	Art and Design	Assistant	4
Myung-Hee Chae	PhD	Art and Design	Assistant	4
Charlotte Kent	PhD	Art and Design	Assistant	3
Thomas Franklin	BFA	School of Communication/Media	Assistant	5
Marylou Naumoff	PhD	School of Communication/Media	Assistant	5
Jessica Brater	PhD	Theatre and Dance	Assistant	4

Feliciano School of Business

Deniz Appelbaum	PhD	Accounting and Finance	Assistant	3
Edmond Berisha	PhD	Economics	Assistant	3
Abdullah Albizri	PhD	Info. Mgmt./Business Analytics	Assistant	4
Melissa Gutworth	PhD	Management	Assistant	3
Michele Rigolizzo	DBA	Management	Assistant	3
Te Wu	DPS	Management	Assistant	4
Zhu Zhu	PhD	Management	Assistant	4

Library

Siobhan McCarthy	MLIS	Library Public Services	Librarian II	5
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Faculty Appointment: Tenure Track (January 2020)

<i>Name</i>	<i>Department</i>	<i>Rank</i>	<i>Degrees</i>		
Shaon Ghosh	Physics/Astronomy	Assistant Professor	BSc	University of Calcutta	
			MSc	Indian Institute of Technology	
			PhD	Washington State University	

Faculty Appointment: Non Tenure Track (January 2020)

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>	
Karl Nussbaum	Communication/Media	Assistant Professor	01/21/20	BS	Washington University
				MFA of	Donau University of Krems, Austria

Professional/Managerial Staff Appointment (AY20)

*grant funded, ** revenue funded

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>	
Christodoulos Apostolou	Communications /Marketing	Videographer	11/25/19	BA	Montclair State University
Mary Barr-Mann	Media Relations	Communications Specialist	11/25/19	BA	La Salle University
Obada Boulad	Student Application	Student System Developer	01/06/20	BS	Felician College
Laurel Brolly	Arts/Cultural Programming	Business Administrator	01/06/20	BS	SUNY College, Oneonta
Carlos Costa	Student Development/ Campus Life	Director of Auxiliary Services	10/28/19	BS MEd	University of Massachusetts University of Vermont
Mariana Lozano Gonzalez	Chemistry/ Biochemistry	Postdoctoral Scientist	12/02/19	PhD	National Autonomous University of Mexico
Shannon Howley	Intercollegiate Athletics	Associate Director of Athletics	11/18/19	BS MEd	Radford University Arcadia University
Abigail Hunte	Instructional Technology and Design Services	Senior Technology Trainer	11/25/19	BA BS	Villanova University Villanova University
Sabrina Jung	Research Compliance/ Regulatory Programs	Compliance Coordinator (IRB/IACUC)	11/11/19	BS MPH	Montclair State University Rutgers University, New Brunswick
Anuradha Kaushik	Enterprise Application Services	Student Systems Developer	11/09/19	MS	The University of Texas of Dallas
Ivan Lopez	University College	Academic Advisor	12/09/19	MSE	Monmouth University

Academic
Advising

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>	
Nikyia Rogers	Budget/Planning	Data Analyst	11/25/19	MBA	George Washington University
Sean Rossi	Intercollegiate Athletics	Assistant Men's Basketball Coach	10/28/19	BA MBA	Ithaca College Misericordia University
Arnulfo Salce	Enterprise Application Services/Web	Web/Identity/Access Developer	11/04/19	BS	Montclair State University
Linsay Setzer	Cali School of Music	Administrative Service Specialist	10/28/19	BM	Montclair State University
Katelyn Sire	Intercollegiate Athletics	Assistant Women's Basketball Coach	10/28/19	BA	Montclair State University
Emily Slavin	Intercollegiate Athletics	Academic Advisor of Student Development	11/11/19	BA MA	Rutgers University Montclair State University
Priya Sookbir	Social Work and Child Advocacy	Field Education Coordinator	12/02/19	BA MSW	Rutgers University Columbia University
Laura Valente	Graduate School	Director of Graduate Student Affairs	11/11/19	BA MEd EdD	Binghamton University Syracuse University Rutgers Univ., New Brunswick
Dina Velez	Center of Pedagogy	Program Advisor	10/28/19	BA MSEd	Rutgers Univ., Newark College Bank Street College of Education

Maria Vira	Intercollegiate Athletics	Assistant Swimming/Track Coach	10/28/19	BS	Montclair State University
Matthew Wilson	Broadcast/Media Operations	Senior Engineer	11/25/19	BFA MFA	Missouri State University Ohio University

Professional Staff Annual Reappointments
July 1, 2020 – June 30, 2021

<i>Name</i>	<i>Department</i>	<i>Title</i>
<i>Academic Affairs</i>		
Krystal Acosta	Broadcast and Media Operations	Assistant Director, Production Services
Marcia Adirim	Secondary and Special Education	Program Associate, College of Education and Human Services P/T (50%)
Chrissy Aguilera	Educational Leadership	Program Associate for Secondary and Special Education
Bethany Andrade Siddiqui*	Center for Autism and Early Childhood Mental Health	Regional Home Visiting Program Specialist
Kristin Armato**	Center of Pedagogy	Project Associate for Research and Data Management P/T (80%)
Alicia Bowker*	Center for Autism and Early Childhood Mental Health	Regional Home Visiting Program Specialist
James Britnell	Broadcast and Media Operations	IT Support Specialist
Jill Brown*	Center for Autism and Early Childhood Mental Health	NJ School Based Youth Services Program Parent Linking Program Specialist

Christina Colon*	Center for Autism and Early Childhood Mental Health	Early Childhood Prevention Liaison
Evelyn De Jesus-Quiles	College of Education and Human Services	Executive Assistant to the Dean
Sara Delgado	Nutrition and Food Studies	Assistant Laboratory Coordinator P/T (50%)
Kristen Diaz	Information Management and Business Analytics	MBA Program Advisor
Jennifer Dudeck-Lenis	College of Education and Human Services	Program Associate P/T (50%)
Ellie Esposito	Feliciano School of Business	Coordinator Accreditation and Quality, School of Business
Susan Fuller	Counseling	Program Associate P/T (50%)
Lynda Gary-Davidson	College of the Arts	Program Associate
Marryum Hafeez	Feliciano School of Business	Student Services Advisor
Mark Heimerdinger	College of Education and Human Services	CEHS Grants Manager
Andriana Herrera*	Family Science and Human Development	Program Coordinator, Family and Child Studies
Nicole Hopkins*	Center for Autism and Early Childhood Mental Health	ECCS Impact and Help Me Grow Program Assistant
Deborah Johnson*	Center for Autism and Early Childhood Mental Health	Regional Early Childhood Wellness Specialist
Christopher Langner	Biology	Department Administrator
Ashley Lark**	Academic Affairs	Clinic Manager, Center for Clinical Services
Eve Lotito*	Center for Autism and Early Childhood Mental Health	Program Associate

Natalie Lopez	College of Education and Human Services	Program Associate
Michael Lyden	College of the Arts	Web Content and Digital Communications Manager
Rebecca Madson	College of Education and Human Services	Director of Academic Advising
Mary Marsan	College of Education and Human Services	Program Associate, College of Education and Human Services, Student Success Centers
Alexandra McShane	Information Management and Business Analytics	Program Associate, Graduate Programs Office
Annie Mercuro	Academic Affairs	Coordinator of Cooperative Education and Internships
Kelly Mieth	College of Humanities and Social Sciences	Web Content Assistant P/T (50%)
Rebecca Miller	Nutrition and Food Studies	Program Associate P/T (30%)
Chase Montani	Graduate School	Digital Marketing Coordinator
Jessica Montesdeoca	Academic Affairs	Administrative Coordinator
Kathleen Palatucci	Communication Sciences and Disorders	Speech-Language Pathology Clinic Coordinator
Jeffrey Poulos	College of Humanities and Social Sciences	Career Advisor, CHSS
Margaret Reece	Nutrition and Food Studies	Assistant Laboratory Coordinator P/T (50%)
Asoina Richardson	College of Science and Mathematics	Senior Administrative Assistant
Anthony Rodriguez	Art Galleries	Exhibition Designer P/T (50%)

Gloria Rodriguez	College of Science and Mathematics	Grants and Contracts Specialist
Samantha Romano	College of Education and Human Services	Teacher Assessment Coordinator
Isabella Salloum	Graduate School	Recruitment Coordinator
Robert Schneider	University College	Academic Advisor
Christiana Selvaraj	Nutrition and Food Studies	Assistant Laboratory Coordinator and Equipment Technician P/T (50%)
Klodiana Shkempi	Mathematical Sciences	Course Coordinator
Chenelle Smith	Registrar	Assistant Registrar
Stephanie Spitz	Art and Design	Department Administrator, Department of Art and Design
Adam Swart	Art Galleries	Art Gallery Education Coordinator
Julianne Thompson	College of Education and Human Services	Program Administrator
Brenda Tift**	Center for Autism and Early Childhood Mental Health	Regional Early Childhood Wellness Specialist
Jennifer VanVort	Family Science and Human Development	Program Associate P/T (50%)
Nadine Verna	College of Humanities and Social Sciences	Career Development Director
Donna Verney**	Nutrition and Food Studies	Program Associate Dietetic Internship Program P/T (50%)
Brian Warner	Feliciano School of Business	Technology Support Desktop Specialist

Elena Weitz	Communication Sciences and Disorders	Audiology Clinical Preceptor
Andrew Wilsey**	Arts and Cultural Programming	Master Stage Electrician
Jeff Wingfield**	Arts and Cultural Programming	Box Office Manager

Communications and Marketing

Sheryl Huston	Communications and Marketing	Senior Market Research Analyst
Marilyn Lehren	Marketing and Analysis	Communication Specialist
Andrew Mees	Media Relations	Assistant Director of Media Relations

Human Resources

Susana Noria	Human Resources	Human Resources Administrative Assistant
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Information Technology

Keith Adams	Instructional Technology and Design Services	Instructional Designer
Joy Bradway	Technical Support Services	Application Support Specialist
Matthew Cannizzaro	Technical Support Services	Clinical Services Client Specialist
Daisy Estelle	Information Technology	Executive Administrative Assistant
Thomas Foody	Enterprise Technology Services	Virtualization and Storage Infrastructure Engineer
Rachel Herman	Technical Support Services	Application Support Specialist
Matthew Knight	Enterprise Technology Services	Backup Administrator/SAN Manager
Rose Lamela	Instructional Technology and Design Services	Multimedia Specialist

Qing Lu	Enterprise Technology Services	Systems Engineer - Linux
Gabriel Marcelino	Technical Support Services	Desktop Support Technician - Mac Specialist
Jiancy Moreno-Lassalle	Technical Support Services	Application Support Specialist
Michael O'Neil	Enterprise Technology Services	Linux Engineer
John Osmak	Technical Support Services	CHSS Coordinator of Technological Services
Franklin Peralta	Technical Support Services	Service Desk Technician
Jason Rice	Enterprise Technology Services	Network Engineer
Joseph Tangorra	Enterprise Technology Services	Windows Engineer
Paul Varghese	Finance Systems	PeopleSoft Finance Developer
Rachel Warner	Enterprise Technology Services	Program Coordinator for Enterprise Technology Services
Caroline Wesoly	Finance Systems	Finance Security Administrator
Gowri Yalamanchi	Application Management	Student Systems Developer

Office of the President

Natalia Campos	University Counsel	Administrative Assistant, University Counsel
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Student Development and Campus Life

Clara Albert**	Health Center	Nurse Practitioner
Jessicca Bacher	EOF and Academic Success	Program Associate
Jasey Bedoya	Academic Success and Retention Program	Coordinator of Peer Leadership

Kyle Bianchi**	Campus Recreation and Intramural Sports	Coordinator of Intramural Club Sports
Casey Coleman**	Center for Student Involvement	Coordinator of Student Activities
Jodi Cotugno	Undergraduate Admissions	Pre-Enrollment Specialist
Nicole DeZerga	Financial Aid	Financial Aid Counselor
Micale Dort	Financial Aid	Financial Aid Counselor
Nicole Fiore**	Residential Life	Community Director
Tess Grunseich	EOF and Academic Success	Coordinator, Academic Success Center
Tatia Haywood*	EOF and Academic Success	EOF Counselor/Academic Advisor
Jaclyn Hilty**	Inter-Collegiate Athletics	Program Associate
Jahkahli Johnson**	Residential Life	Community Director
Mahfuza Kochi	Academic Success and Retention Program	Retention Specialist
Nina Kozdeba**	Student Development and Campus Life	Auxiliary Services Specialist
Maggie Leckey	Undergraduate Admissions	Transfer Pre-Enrollment Specialist
Robert Lindenbaum**	Inter-Collegiate Athletics	Assistant Athletic Trainer
Tabitha Mitchell	Undergraduate Admissions	Customer Service Coordinator
Gregory Nasser	Undergraduate Admissions	Assistant Director for Early College Programs
Steven Sciarappa**	Inter-Collegiate Athletics	Assistant Football Coach
Alexis Sell**	Health Center	Nurse Practitioner
Lisette Stanzione**	Campus Recreation and Intramural Sports	Coordinator of Evening Events and Facilities

Antonio Talamo**	Center for Student Involvement	Coordinator of Commuter Student Programs and Services
Angela White*	EOF and Academic Success	EOF Counselor/Academic Advisor
Maria Zaino	Undergraduate Admissions	Admissions Counselor

Treasury and Finance

Lisette Bobet	Procurement Services	Assistant Procurement Administrator
Kyle Carter	Procurement Services	Assistant Procurement Administrator
Erskine Shoulars	Procurement Services	Procurement and Financial Management Systems Administrator

University Development

Alice Iversen	University Development	Associate Director, Donor Relations - Scholarships
Elaine DeFrancisci**	Foundation Administration and Finance	Foundation Accounting Analyst P/T (60%)

University Facilities

Heather Jenkins	University Facilities	Administrative Services Coordinator
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Name

Department

Title

Academic Affairs

Joseph Bavazzano	College of Education and Human Services	Director, ADP Center for Learning Technologies
Jeffrey Bendett	Graduate School	Recruitment Coordinator

Ian Bouie	Center of Pedagogy	Program Advisor
Peter Davis**	Theatre and Dance	Production Manager
Olga Dembicki	Feliciano School of Business	Student Services and Special Programs Assistant
Lisette Gutierrez	Academic Affairs	Executive Assistant to the Provost and Vice President for Academic Affairs
Rebecca Haddock*	Center for Autism and Early Childhood Mental Health	Project Launch Manager
Sue Mandzik Davis	Theatre and Dance	Department Administrator
Jessica Ryan Miller	College of Education and Human Services	Technology Services Supervisor
Frantz Osit	College of Science and Mathematics	Senior Laboratory Care Technician
Anabella Poland	School of Communication and Media	WMSC Radio-General Manager
Sandra Reid	Registrar	Assistant Registrar
Colin Van Horn**	Arts and Cultural Programming	Technical Director

Communications and Marketing

Rudy Crespo	Web Services	Web Developer
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Information Technology

Meredith Cohen	Technical Support Services	Administrative Assistant, Technology Support Services
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Patrick Glackin	Technical Support Services	Audio Video Support Specialist
Harrison Xiomar Granados	Technical Support Services	Desktop Support Technician
Michael Hambel	Technical Support Services	Desktop Support Technician
Rich Malizia	Enterprise Technology Services	Systems Engineer, Systems and Infrastructure Operations
Becky Pataki	Instructional Technology and Design Services	ERP Systems Trainer
Mark Reynolds	Technical Support Services	Desktop Support Technician (Evening)
Daniel Stratthaus	Instructional Technology and Design Services	Lead Instructional Technologist

Student Development and Campus Life

Vanessa Devericks	Undergraduate Admissions	Lead Admissions Counselor for Recruitment Coordination
Anyelina Diaz*	EOF and Academic Success	EOF Counselor/Academic Advisor
Julissa Duran	Undergraduate Admissions	Assistant Director of Undergraduate Admissions for Marketing and Communications
Shareakah Hopson	Academic Success and Retention Program	Program Associate
Cody Inglis**	Campus Recreation and Intramural Sports	Program Associate of Membership Services

Sheena Juzdan**	Disability Resource Center	Program Associate, Disability Resource Center
Rachel Mecca	Financial Aid	Financial Aid Counselor
Carol Miller**	Health Center	Registered Nurse
Michael Palazzo**	Inter-Collegiate Athletics	Assistant Football Coach/Operations Assistant
Sonia Rios	Student Development and Campus Life	Coordinator of Administration
Jason Smith**	Residential Life	Community Director
Jude Uy**	Counseling and Psychological Services	Staff Psychologist
Hannah Wiese**	Student Development and Campus Life	Student Communications Manager
<i>University Facilities</i>		
John Keane	Fire Safety	Fire Safety Specialist

The motion was seconded and approved unanimously.

No. 3261

Academic Affairs and Facilities Committee

Mr. LaRossa reported that the Academic Affairs and Facilities Committee reviewed the minutes from its October 23, 2019 meeting, received a capital project report, reviewed the Clery report, and received a report regarding enrollment management.

BS in Applied Mathematics and Statistics

Mr. LaRossa moved that the Montclair State University Board of Trustees approves the establishment of a B.S. in Applied Mathematics and Statistics, effective September 2020.
The motion was seconded and approved unanimously.

No. 3262

Audit, Finance and Investment Committee

Mr. Kennedy reported that the Audit, Finance and Investment Committee reviewed its minutes from its meeting on October 23, 2019, reviewed contract awards, reviewed the University's Fiscal Year 2021 State Budget Submission, heard reports on the University's investment performance, its bond rating, and the transition to the Workday financial system.

Contract Awards

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

- Enterprise Server Infrastructure (HP Financial Services Company) - \$750,000
- College Hall Construction (Terminal Construction) - \$5,353,467

The motion was seconded and approved unanimously.

No. 3263

University Signatory Policy

Mr. Kennedy moved that the Board of Trustees adopt the University Signatory Policy in the form presented.
The motion was second and approved unanimously.

No. 3264

Investment Policy

Mr. Kennedy stated that in response to resolutions passed by the Student Government Association and the University Senate, and on the recommendation of President Cole, the Board created an Advisory Committee on Socially Responsible Investment comprised of members of the University Community, including, students, faculty and staff. The Committee was charged with the development of an Environmental, Social, and Governance strategy, to guide the Board's direction of its investment managers, which is the recommendation before the Board. Mr. Kennedy then moved that the Board of Trustees approve the revision to the University's Investment Policy to include Socially Responsible Investment guidelines. The motion was second and approved unanimously.

No. 3265

Reports

University Senate President David Trubatch highlighted the University's increased attention to mitigating its environmental impacts, including the adoption of a socially responsible investment policy and an initiative to limit the use of single use plastic water bottles on campus, which Professor Trubatch expects to receive the University Senate's endorsement. Professor Trubatch commented that the University Counsel's efforts to compile a comprehensive compendium of University Policies is proceeding, and, once completed, will be of great assistance to faculty and staff alike. Professor Trubatch urged that the Committee on University Effectiveness be convened to support implementation of the recently adopted Strategic Plan. In closing, Professor Trubatch stated that the University has made significant progress on the issue of Joint Governance and looks forward to continued improvement in this area.

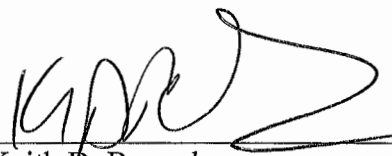
Student Government Association President Jherel Saunders-Dittimus stated that SGA's executive leadership's main initiative during this past year has been to ensure that the SGA and its programs were visible to and inclusive of students' needs. The SGA participated in new student orientations in an effort to make new students feel welcome and to get more students involved in campus activities. The Fall retreat was held off-campus and gave student leaders an opportunity to learn management and organizational skills and take advantage of collaborations with other student groups. As a result of the previous year's audit, the SGA leadership has made efforts to be more strategic in its expenditures and budgeting process. President Saunders-Dittimus thanked Dr. Cole and Dr. Pennington for their support and confidence throughout the year.

President Cole commended the Student Government Association officers, noting that they were an outstanding group that was always well prepared and organized. President Cole thanked them for their successful student outreach efforts and being a strong conduit between the students and the University's administration.

Motion to enter closed session: Mr. Sluyter 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

MONTCLAIR STATE UNIVERSITY
Montclair, New Jersey

BOARD OF TRUSTEES
January 30, 2020

Present: Ms. Rose Cali, Dr. Susan A. Cole, Dr. Francis Cuss, Mr. Marc de Grandpre, Mr. George Hiltzik, Mr. Douglas Kennedy, Mr. Ralph LaRossa, Mr. William Mullen, Mr. Preston Pinkett, Ms. Nikita Williams, and Ms. Fathia Balgahoom

Absent: Ms. Mary Comito, Mr. Lawrence Inserra, Jr., Mr. John McGoldrick, and Mr. Kent Sluyter

Present by invitation: Dr. Joseph Brennan, Mr. Shawn Connolly, Ms. Colleen Coppla, Ms. Candace 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 Feliciano School of Business, Room 140, at 3:45 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 — January 30, 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 December 13, 2019

Trustees approved the minutes from December 13, 2019 as distributed.

No. 3266

Matters Presented by the Chair – Dr. Francis Cuss

Dr. Cuss reported that in closed session, the Trustees reviewed the minutes from December 13, 2019, reviewed legal matters, heard reports from the Committee Chairs, and received updates regarding contract negotiations.

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

The University held a Graduate School Commencement ceremony on January 17, 2020, at the New Jersey Performing Arts Center. A Doctorate of Laws, *honoris causa*, was conferred on New Jersey Attorney General Gurbir Grewal in front of 700 Masters and Doctors recipients. New Jersey First Lady Tammy Snyder Murphy attended a New Jersey Maternal Health Day event on campus as well as an event sponsored by the Feliciano School of Business to promote scholarship surrounding the issues of human trafficking. President Cole announced that the AACSB formally reaccredited the Feliciano School of Business, noting that the school received very positive comments from the reviewers.

Union Report

Professor Richard Wolfson spoke on behalf of AFT Local 1904. Professor Wolfson announced that the Council of New Jersey State Colleges had reached a tentative agreement with the State, and that he expected ratification to occur in a few weeks. Professor Wolfson then congratulated all the AFT members being reappointed and those faculty receiving reappointments to their third year.

Matters Presented by the Chair – Dr. Francis Cuss (cont'd)

Honorary Degree

Dr. Cuss moved that the Montclair State University Board of Trustees confer upon Suzanne Iacono the degree of Doctor of Science, *honoris causa*, to be awarded on May 19, 2020 at the Graduate Commencement ceremony. The motion was seconded and approved unanimously.

No. 3267

Real Estate Lease

Dr. Cuss moved that the Board of Trustees authorize the President and/or Vice President For Finance and Treasurer to take all actions necessary to effectuate an agreement with Willow Street Partners, LLC for the lease of approximately 1,221 square feet located in 10 Lackawanna Plaza for a period of 2 years consistent with the terms presented to the Board. The motion was seconded and approved unanimously.

No. 3268

Personnel, Compensation, Nominations and Governance Committee

Ms. Cali reported that the Personnel, Compensation, Nominations and Governance Committee reviewed the minutes from its December 13, 2019, 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:

- 3 - Faculty appointments
- 18 - Professional/managerial staff appointments
- 75 - Professional staff reappointments
- 27 - Second year faculty reappointments
 - 1 - Leave of absence without pay
- 20 - Sabbaticals for a total of 26 semesters

Faculty Appointment: Non Tenure Track (AY20)

¹one-semester, temporary, non-tenure track appointment

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>	
Muhammad Aminul Islam ¹	Computer Science	Assistant Professor	01/21/20	BSc	Bangladesh University of Engineering/Technology
				PhD	Mississippi State University
Ann Marie Olson ¹	Communication Sciences and Disorders	Assistant Professor	01/21/20	BS	Montclair State University
				ScD	Montclair State University
Nathalie Pfeifer ¹	Exercise Science/Physical Education	Instructor	01/21/20	BA	Pontifical Catholic University
				BA	St. Gregory's University
				MA	Montclair State University

Professional/Managerial Staff Appointment

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>	
<i>Academic Affairs</i>					
Mary Kate Schmermund	Center for Writing Excellence	Program Coordinator in Center for Writing Excellence (71.43% time)	01/06/20	BA MA	Smith College Smith College
April Sime	MBA Program	MBA Advisor	02/03/20	BA MA	William Paterson University Columbia University
Juleen Wang	Academic Services	Student Services Academic Advisor	02/03/20	BA MA	Zhejiang University Montclair State University
<i>Human Resources</i>					
Valerie Hunter	Human Resources	Associate Vice President for	02/03/20	BA	Rutgers Univ., New Brunswick

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>	
		Benefits, Compensation/ Payroll		MDiv	New Brunswick Theological Seminar
<i>Information Technology</i>					
Muhammad Salahuddin	Enterprise Data Services	Report Developer	02/03/20	BA	CUNY, City College
<i>Student Development & Campus Life</i>					
Matthew Baumgartner	Red Hawk Central	Student Service Specialist	01/06/20	BA AA	Stockton University Middlesex County College
Paige Hammond	Residence Life	Community Director	01/06/20	BA	Rutgers University
Sharmina Jalil	Red Hawk Central	Student Service Specialist	01/06/20	MA BA	Montclair State University Montclair State University
Amanda Kossakowski	Disability Resource Center	Program Associate (50% time)	01/06/20	BA	Baruch College
David Lorber	Intercollegiate Athletics	Head Coach of Baseball/Game Operations	12/16/19	BA	Central Connecticut State University
Kaytlin Maguire	Red Hawk Central	Call Center Agent	01/21/20	MA BA	Montclair State University Montclair State University
Nosa Owens	Student Development	Student Applications Administrator	01/27/20		Experience in lieu of a degree
Dina Rezk	Undergraduate Admissions	Admissions Counselor	01/06/20	BA	Montclair State University
Barbara Rule	Red Hawk Central	Call Center Agent	01/27/20	BA MA	Montclair State University University of Exeter

Dominic Sylvester	Student Communications	Student Communications Technical Developer	02/03/20	BA	Montclair State University
John Teixeira	Red Hawk Central	Call Center Agent	01/21/20	BA MA	Montclair State University Montclair State University

Treasury & Finance

Trisha Sardesai	Treasury/Finance	Director of Grants Accounting	01/13/20	BA	University of Pune, India
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University Development

Michael Perrotta	University Development	Leadership Giving Officer	01/13/20	BA MPA	Montclair State University Seton Hall University
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University Facilities

Danilda Soto	Facilities	Parking Services Coordinator	01/06/20	BA MA	Montclair State University Montclair State University
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Professional Staff Annual Reappointment **July 1, 2020-June 30, 2021**

<i>Name</i>	<i>Department</i>	<i>Business Title</i>
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Academic Affairs

Amanda Accardo	Broadcast and Media Operations	Production Coordinator
Alker-Kelly Antoine	University College	Technology Manager
Angie Aponte	College of Education and Human Services	Program Associate
Hanan Atiyat	College of Education and Human Services	Academic Advisor, College of Education and Human Services

<i>Name</i>	<i>Department</i>	<i>Business Title</i>
Tara Campos	Educational Leadership	Program Administrator
Jaime Carlucci	Economics	Administrative Assistant, Department of Economics
Joanne Caruso	College of Humanities and Social Sciences	Operations & Finance Coordinator
Arturo Cordova	Broadcast and Media Operations	IT/AV Engineer
Amanda Cosenza	University College	Academic Advisor
Christopher Curran	School of Nursing	Web Content Coordinator
Charlotte Cuss Bracchitta	College of Science and Mathematics	Academic Advisor and Recruiting Specialist
Heidi Cylinder	Feliciano School of Business	Executive Assistant to the Dean, Feliciano School of Business
Cassia D'Amico	Registrar	Assistant Registrar
Debra Daichman	School of Communication and Media	School Administrator
Bekki Davis	College of Humanities and Social Sciences	Academic Advisor, College of Humanities and Social Sciences
Kate Dorsett	Research and Sponsored Programs	Sponsored Programs Administrator
Eileen Fee	Feliciano School of Business	Student Services Career Advisor
Taylor Goodson	Cali School of Music	Assistant Production Manager
Patrick Haggerty	College of Humanities and Social Sciences	Academic Advisor
Samantha Hellwege	Global Education Center	Study Abroad Coordinator
David Hsu	Biology	Research Scientist

<i>Name</i>	<i>Department</i>	<i>Business Title</i>
Mia Kirk	College of Education and Human Services	Coordinator, Off-Site Education Programs
Yudisney Leung	Registrar	Assistant Registrar for Systems and Technology
Francis Martinez	Broadcast and Media Operations	Cage Supervisor
Sarah Mazurek	Communication Sciences and Disorders	Clinic Office Manager
Victoria Nauta	College of the Arts	Director of Career Services, College of the Arts
Kelly Oliva	Graduate School	Admissions Coordinator
Sital Patel	Library Administration	Library Technical Support Specialist
Ellen Pezo	Registrar	Assistant Registrar
Jessica Pichardo	Academic Affairs	Project Coordinator for the Center for Community Engagement
Linda Salazar	Nutrition and Food Studies	Program Associate, Department of Nutrition and Food Studies
Sanaz Saminejad	College of Humanities and Social Sciences	Academic Advisor
Jane Sanchez Swain	University College	Academic Advisor, University College
Sarah Sangregorio	Feliciano School of Business	Instructional Support Specialist
Michelle Sauerborn	Global Education Center	International Admissions and Immigration Counselor
Peter Schlittenhardt	Feliciano School of Business	Student Services Academic Advisor
Bobby Serrani	University College	Academic Program Coordinator
Tanya Sulikowski	NJ School of Conservation	Environmental Educator/Researcher

<i>Name</i>	<i>Department</i>	<i>Business Title</i>
Katherine Tamburo	Art and Design	Administrative Assistant, Department of Art and Design
Celeste Van Nice	College of Science and Mathematics	Director of Academic Advising
Tanya Washington	School of Communication and Media	Academic Advisor
Dawn Wilkenfeld	Global Education Center	International Student Services Coordinator
Kalli Wood	College of Science and Mathematics	Academic Advisor and Career/Pre-Professional Specialist

Information Technology

Daniel Anzalone	Enterprise Technology Services	Security Administrator
Peter Bisbal	Enterprise Application Services	Web Application Developer
John Bonanno	Institutional Research	Evaluation/Database Manager
Darryl Carpenter	Technical Support Services	Clinical IT Support Specialist
John Sandella	Technical Support Services	Manager, IT Support Services
Richard Tae	Technical Support Services	Audio Visual Engineering Specialist

Student Development and Campus Life

Tyra Addison	Red Hawk Central	Senior Call Center Agent
Candace Baker	Red Hawk Central	Call Center Agent
Elizabeth Castillo	Red Hawk Central	Call Center Agent
Jenai Copeland	Residential Life	Community Director
Justine Della Fave	Health Center	Nurse Practitioner

<i>Name</i>	<i>Department</i>	<i>Business Title</i>
Ritchie Fils	Financial Aid	Financial Aid Counselor
Simone Flowers	Dean of Students	Program Associate for the Office of the Dean of Students
Ebony Jackson	Office of Social Justice and Diversity	Assistant Director, Office of Equity and Diversity
Garry Jones	Residential Life	Community Director
George Maize	Red Hawk Central	Financial Aid Counselor
Juliette Munoz	Red Hawk Central	Student Services Specialist
Yara Nouh	Residential Life	Student Applications Developer
Jennifer Ovalles	Red Hawk Central	Student Services Specialist
Matthew Poskay	Inter-Collegiate Athletics	Head Coach of Men's Lacrosse
Tzu-Lin Toner	Campus Recreation and Intramural Sports	Assistant Director of Campus Recreation Programs
Jeronimo Valcarcel	EOF and Academic Success	EOF Counselor / Academic Advisor
Salome Woolford	Red Hawk Central	Call Center Agent

Treasury and Finance

Chantelle Collins	Treasury and Finance	Procurement Specialist
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University Development

Noah Johnston	Advancement Services	Associate Director - Advancement Services, Reporting and Analytics
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University Facilities

Bradley Demo	Environmental Health and Safety	Assistant Director, Environmental Health and Safety
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<i>Name</i>	<i>Department</i>	<i>Business Title</i>
William Hausmann	Facilities Logistic Support	Assistant Director of Information Technology for Facilities

Faculty reappointment (AY2020-2021)

<i>Name</i>	<i>Highest Degree</i>	<i>Department</i>	<i>Rank</i>
College of Education and Human Services			
Maria Cioe-Pena	PhD	Teaching and Learning	Assistant
College of Humanities and Social Sciences			
Cortni Borgerson	PhD	Anthropology	Assistant
Lauren Covey	PhD	Linguistics	Assistant
Jonathan Morgan	PhD	Philosophy	Assistant
Benjamin Nienass	PhD	Political Science and Law	Assistant
Samantha Coyle	PhD	Psychology	Assistant
John Kulas	PhD	Psychology	Professor
Beth Sapiro	PhD	Social Work and Child Advocacy	Assistant
Timothy Gorman	PhD	Sociology	Assistant
College of Science and Mathematics			
Bong Jae Chung	PhD	Applied Mathematics/Statistics	Assistant
Robert O'Hagan	PhD	Biology	Assistant
Magnus Bebbington	PhD	Chemistry and Biochemistry	Associate
Vaibhav Kumar Anu	PhD	Computer Science	Assistant
Kazi Zakia Sultana	PhD	Computer Science	Assistant
Ying Cui	PhD	Earth/Environmental Studies	Assistant
Joseph DiNapoli	PhD	Mathematics	Assistant
College of the Arts			
Nicole Archer	PhD	Art and Design	Assistant
Christopher Kaczmarek	MFA	Art and Design	Assistant
Bryan Powell	DMA	Cali School of Music	Assistant
Michael Viega	PhD	Cali School of Music	Assistant
Tara Conley	EdD	School of Communication/Media	Assistant
Feliciano School of Business			
Orkideh Gharehgozli	PhD	Economics	Assistant
Marina Johnson	PhD	Info. Mgmt./Business Analytics	Assistant
Huy Nguyen	PhD	Management	Assistant

Tianfu Wang	PhD	Marketing	Assistant
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School of Nursing

Yanick Joseph	EdD	School of Nursing	Assistant
Rachel Lyons	DNP	School of Nursing	Associate

Leave of Absence Without Pay

<u>Name</u>	<u>Department</u>	<u>Term of Leave</u>
Ezra Rashkow	History	01/21/2020-01/15/2021

Sabbatical (AY21)

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

Helenrose Fives	Educational Foundations	AY 2020-2021
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College of Humanities and Social Sciences

Timothy Renner	Classics/General Humanities	Spring 2021
Naomi Liebler	English	Fall 2020
Wendy Nielsen	English	AY 2020-2021
Megan Moran	History	Fall 2020
Negin Nabavi	History	Spring 2021
James Woodard	History	AY 2020-2021
Lisa Zilney	Justice Studies	Spring 2021
Jonathan Howell	Linguistics	Spring 2021
Andrea Dini	Modern Languages/Literatures	Fall 2020
Yasir Ibrahim	Religion	Fall 2020
Dorothy Rogers	Religion	Spring 2021
Svetlana Shpiegel	Social Work/Child Advocacy	AY 2020-2021
Christopher Donoghue	Sociology	Fall 2020
Marta Lopez-Luaces	Spanish/Latino Studies	Fall 2020

College of Science and Mathematics

Jennifer Krumins	Biology	AY 2020-2021
Aparna Varde	Computer Science	Spring 2021

College of the Arts

Scott Richards	Cali School of Music	AY 2020-2021
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Feliciano School of Business

Li-Chun Lin	Hospitality/Tourism	Spring 2021
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Library

Catherine Baird	Library Public Services	Fall 2020
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Dr. Cuss recused himself from the Professional Staff reappointments. The motion was seconded and approved unanimously with the noted recusal.

No. 3269

Academic Affairs and Facilities Committee

Mr. LaRossa reported that the Academic Affairs and Facilities Committee reviewed the minutes from its December 13, 2019 meeting, received a capital project report, reviewed the Clery report, and reviewed the University Facilities Division's annual report

BA in Hospitality, Sports, Events and Toursim

The matter was tabled.

NJDOE Grant

Mr. LaRossa moved that the Board of Trustees certifies that it grants its permission to apply for, and accept an award from, the New Jersey Department of Education competitive grant program entitled "Inducting Teachers of Color" in the amount of up to \$375,000. The motion was seconded and approved unanimously.

No. 3270

Audit, Finance and Investment Committee

Mr. Kennedy reported that the Audit, Finance and Investment Committee reviewed the minutes from its meeting on December 13, 2019, reviewed contract awards, reviewed the University's quarterly budget report, and heard an update regarding the implementation of the Workday financial system.

Contact Awards

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

- Basic Hall & Fenwick Hall mold removal (K&D Construction) \$2,610,600.21 (\$1,768,471.11 Increase to previously BOT approved contract to continue work in additional buildings)
- Telecommunications Services (Commercial Technology Contractors, Inc.) - \$8,125,000 (\$2,750,000 Increase)
- Entertainment Programming (Apogee) - \$750,077

The motion was seconded and approved unanimously.

No. 3271

Reports

Student Representative Nikita Williams thanked Vice President for Student Development and Campus Life Dr. Karen Pennington for serving as her advisor during this past semester. The student trustees increased their social media presence on campus in an effort to educate the student body regarding issues involving higher education funding and other issues impacting students lives on campus.

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 4:25 p.m.



Keith D. Barrack

MONTCLAIR STATE UNIVERSITY
Montclair, New Jersey

BOARD OF TRUSTEES
Executive Committee
February 4, 2020

Present: Ms. Rose Cali, Dr. Susan Cole, Dr. Francis Cuss, Mr. George J. Hiltzik, Mr. Lawrence Inserra, Jr., Mr. Douglas Kennedy, Mr. Ralph LaRossa, and Mr. Kent Sluyter

Absent:

Present by invitation: Dr. Willard Gingerich and Mr. Keith Barrack

Dr. Cuss called the meeting to order in Room 550, School of Business, at 9:15 am.

Statement regarding manner of public notice of meeting

Dr. Cuss read the following statement regarding the public notice of the meeting: “In compliance with the requirements of the Open Public Meetings Act, adequate notice of this public meeting —February 4, 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.

B.A. in Hospitality, Sports, Events and Tourism

Dr. Cuss moved that the Montclair State University Board of Trustees approve the establishment of a B.A. in Hospitality, Sports, Events and Tourism, effective September 2020 subject to the Provost issuing final approval. The motion was seconded and approved unanimously.

No. 3278

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 9:45 a.m.

Keith Barrack

Keith D. Barrack

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
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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.

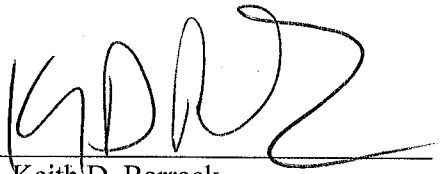
No. 3276

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

MONTCLAIR STATE UNIVERSITY
Montclair, New Jersey

BOARD OF TRUSTEES
June 3, 2020

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

Absent: Mr. Marc de Grandpre, and Mr. John McGoldrick

Present by invitation: Dr. Joseph Brennan, 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 11:45 am. Over 171 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 —June 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.”

Oath of Office – Ms. Faith Victor

University Counsel Mark Fleming administered the oath of office to student trustee, Faith Victor.

Roll call — As reported above.

Minutes from the meeting of April 3, 2020

Trustees approved the minutes from April 3, 2020 as distributed.

No. 3281

Matters Presented by the Chair – Dr. Francis Cuss

Dr. Cuss reported that in closed session the Trustees reviewed the minutes from April 3, 2020, reviewed legal matters, discussed real estate matters, and heard updates regarding the Foundation and planning for the Fall semester. Dr. Cuss announced that the Executive Committee of the Board of Trustees will meet weekly through the Summer to ensure that the Board is actively engaged and able to make decisions regarding University governance in a timely fashion. Dr. Cuss then made the following statement:

I would also like to this opportunity to mention how proud I am of our students. The University traditionally holds an in-person annual tuition hearing during which students have the opportunity to speak directly to the Board of Trustees in advance of the tuition, fees, and room and board rates for the upcoming year being determined. This year, in light of the coronavirus pandemic, the University provided an opportunity over several weeks for students to submit their testimony via email. We received over 130 student submissions, which represents a 10 fold increase in student participation over last year. The major themes in the letters,

which were both thoughtful and touching, are student concerns about their ability to pay and a desire for tuition not to be increased. All of the student submissions have been distributed to and reviewed by the Board. I want to assure the students that you have been heard.

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

Dr. Cole welcomed new student trustee Faith Victor to the Board. Dr. Cole then highlighted several key appointments. Associate Vice President for Finance Donna McMonagle has been promoted to Vice President for Finance and Treasurer. Dr. Cole thanked Trustees Kennedy and Slutyer for their participation in the final candidate interviews. Dr. Wendy Lin-Cook joins the University as the first Vice President for Enrollment Management, and Dr. Kimberly Kilmer Hollister has been appointed as Dean of the Felicano School of Business. President Cole stated it was the University's intention to bring students back to campus for the Fall 2020 semester and enable the faculty to continue their important research. President Cole announced the establishment of the Covid-19 Planning Group headed by Dean of the School of Nursing Janice Smolowitz and Dean of the College of Science and Mathematics Lora Billings. The group will provide advice and recommendations to the President in regard to the University's safe reopening for both faculty and students. Dr. Cole acknowledged the social unrest seen across the country as a result of George Floyd's death and noted the important role that education plays in addressing the causes of social disparities.

Union Report

Professor Richard Wolfson spoke on behalf of AFT Local 1904. Professor Wolfson spoke of the tragic death of George Floyd and the social unrest that it prompted. He urged the entire university community to engage itself in the fight to end systemic racism. Professor Wolfson asked that the University extend a greater show of support for the employees during the uncertain times resulting from the global pandemic. He also urged the University to furlough managers in an equivalent manner as the unions are negotiating. Professor Wolfson requested that there be greater communications regarding the plans for the remainder of the Summer and the Fall 2020 semester.

Personnel, Compensation, Nominations and Governance Committee

Ms. Cali reported that the Personnel, Compensation, Nominations and Governance Committee reviewed the minutes from its June 3, 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:

- 24 - Faculty appointments
- 7 - Professional/managerial staff appointments
- 15 - Faculty Promotions
- 1 - Rank Reinstatement
- 1 - Administrative Leave

Faculty Appointment: Tenure Track (AY20-21)

¹contract begins 09/01/21

<i>Name</i>	<i>Department</i>	<i>Rank</i>	<i>Degrees</i>	
Stephen Andon	School of Communication/Media	Associate Professor	BA	Boston College
			MA	Florida State University
			PhD	Florida State University
Kent Leung ¹	Physics/Astronomy Department	Assistant Professor	BS	University of Auckland
			MS	University of Auckland
			PhD	Technical University of Munich
Rosita Rodriguez	School of Nursing	Associate Professor	BS	William Paterson University
			MS	Rutgers School of Nursing
			DNP	Rutgers School of Nursing

Clinical Specialist/Instructional Specialist (AY20-21)

One-year, non-tenure-track appointments

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>
Rajoshree Bandyopadhyay	Chemistry/Biochem	Instructional Specialist	7/1/20
Charles Belunis	Chemistry/Biochem	Instructional Specialist	7/1/20
Bridget Brown	Writing Studies	Instructional Specialist	7/1/20
Richard DeLuca	IMBA	Instructional Specialist	7/1/20
Gregory Dlugos	Theatre and Dance	Clinical Specialist	7/1/20
Herman Dolezal	Computer Science	Instructional Specialist	7/1/20
Laura Field	Writing Studies	Instructional Specialist	7/1/20
Sharon Gaglione	IMBA	Instructional Specialist	7/1/20
Sarah Ghoshal	Writing Studies	Instructional Specialist	7/1/20
Christine Giancatarino	Writing Studies	Instructional Specialist	7/1/20

Kathleen Mangano	Counseling	Clinical Specialist	7/1/20
Victor Metallo	Accounting/Finance	Instructional Specialist	7/1/20
Jeffrey Monacelli	Management	Instructional Specialist	7/1/20
Maria Montaperto	Writing Studies	Instructional Specialist	7/1/20
Jennifer Perlis	Linguistics	Instructional Specialist	7/1/20
Jacqueline Regan	Writing Studies	Instructional Specialist	7/1/20
Richard Reid	Writing Studies	Instructional Specialist	7/1/20
Mazooz Sehwait	Modern Lang./Lit.	Instructional Specialist	7/1/20
Melanie Shefchik	Public Health	Instructional Specialist	7/1/20
Frances Stromsland	Ed Leadership	Instructional Specialist	7/1/20
Christa (Setteducati) Verem	Writing Studies	Instructional Specialist	7/1/20

Professional/Managerial Staff Appointment (AY20-21)

^two year contract, ²concurrent appointment

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>
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Academic Affairs

Karen Richards	Accounting/ Finance	Department Administrator	07/01/20	Experience in Lieu of degree
Allison Smagin	Graduate School/Online Programs	Online Graduate Programs Coordinator	06/15/20	BM University of Hartford BM Stony Brook University MA Stony Brook University
Robert Washington	Technology Services	CEHS Technology Services Associate	04/27/20	BS University of Pittsburgh

Elizabeth Zweighaft ²	School of Nursing	Undergraduate Nursing Program Director	07/01/20	BS MA MSN EdD	Vanderbilt University Columbia University Columbia University Fielding Graduate University
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Office of the President

Wendy Lin-Cook [^]	Office of the President	VP for Enrollment Management	06/01/20	BBA MA PhD	Hofstra University Hofstra University Seton Hall University
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Professional/Managerial Staff Appointment (AY20-21)

[^]two year contract, ²concurrent appointment

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>
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Student - Development and Campus Life

Mukund Gopalakrishnan	Undergraduate Admissions	Assistant Director for CRM Data Analytics and Technology	05/26/20	BA MBA	Visveswaraya Technological University University of Central Oklahoma
Ed Midgley	Student Development	AVP for Campus Business Services	06/01/20	BS MA	Fairleigh Dickinson University Kean University

Faculty promotion (effective AY21)

<i>Name</i>	<i>Highest Degree</i>	<i>Department</i>	<i>Rank</i>
College of Education and Human Services			
Zoe Burkholder	PhD	Educational Foundations	Professor
Sara Goldstein	PhD	Family Science/Human Dev.	Professor
Susan Baglieri	PhD	Teaching and Learning	Professor
Priya Lalvani	PhD	Teaching and Learning	Professor
Douglas Larkin	PhD	Teaching and Learning	Professor

College of Humanities and Social Sciences

Sulochana Asirvatham	PhD	Classics and General Humanities	Professor
Shannan Clark	PhD	History	Associate
Jessica Henry	JD	Justice Studies	Professor
Dorothy Rogers	PhD	Religion	Professor

College of Science and Mathematics

Michelle Zhu	PhD	Computer Science	Professor
Eileen Fernandez	PhD	Mathematics	Professor

College of the Arts

Scott Richards	MFA	Cali School of Music	Professor
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Feliciano School of Business

Ronald Strauss	PhD	Accounting and Finance	Professor
Yam Limbu	PhD	Marketing	Professor

Sprague Library

Paul Martinez	MLIS	Cataloging Services	Librarian I
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Reinstatement to Rank of Professor (effective AY21)

<i>Name</i>	<i>Highest Degree</i>	<i>Department</i>	<i>Rank</i>
Feliciano School of Business			
John Wang	PhD	Info. Mgmt./Business Analytics	Professor

Leave of Absence Without Pay

Name	Department	Term of Leave
Patricia Matthew	English	September 1, 2020 – August 31, 2021

The motion was seconded and approved unanimously.

No. 3282

Academic Affairs and Facilities Committee

Mr. LaRossa reported that the Academic Affairs and Facilities Committee reviewed the minutes from its April 3, 2020 meeting, received a capital project report, reviewed the Clery report, and discussed the impact of the Covid-19 pandemic on planning for the upcoming Fall semester

BA IN LIBERAL STUDIES

Mr. LaRossa moved that the Montclair State University Board of Trustees approve the creation of a Bachelor of Arts (BA) in Liberal Studies, effective Spring 2021. The motion was seconded and approved unanimously.

School of Conservation

Mr. LaRossa moved that Board of Trustees hereby delegate authority to the President and University Counsel to take such actions as may be necessary, appropriate or required for the closure, cessation and/or suspension of education programs at the New Jersey School of Conservation, and to transfer and/or dispose of any interest the University may have in the New Jersey School of Conservation in any manner deemed appropriate, reasonable or as permitted by applicable law. The motion was seconded and approved unanimously.

Audit, Finance and Investment Committee

Mr. Kennedy reported that the Audit, Finance and Investment Committee reviewed the minutes from its meeting on April 3, 2020, reviewed contract awards, and discussed the financial impacts of the coronavirus pandemic and the University's response.

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

- Library Materials (Various) - \$2,085,750
- New Jersey's Higher Education Network Services (NJEdge.net) - \$700,000
- Student Health Insurance (Aetna Student Health)
- Insurance and Risk Management Services (The College of New Jersey) - \$1,247,000
- Public Utilities (Various) - \$4,475,000
- Legal Services (Various) - \$500,000
- Transact Campus (Transact Campus Inc.) - \$1,181,324

Dr. Cuss noted his recusal from the purchase of Apple products and Mr. LaRossa recused himself from the public utilities award. The motion was seconded and approved unanimously with the noted recusals.

Reports

Student Representative

Student Representative Fathia Balgahoom stated her intention to continue to promote and increase student engagement, whether it be regarding social justice issues, political awareness, or matters within the University community. Ms. Balgahoom hopes to promote the role of the Student Representative so that the students she represents will have their voices heard and impact the manner in which the University is run.

University Senate President

Professor Trubatch addressed the extraordinary work of the front-line Faculty and Staff for their work bringing the University online this past semester during the onset of the COVID-19 pandemic. He expressed

his hope that we have the opportunity to plan for the future challenges facing the University as a result of the pandemic. The concept of shared governance will be key as we create procedures and protocols that will impact all aspects of the University, especially the manner in which courses are delivered. The faculty has the expertise the University will need to answer these new and yet unknown challenges. Proffessor Trubatch noted this would be his last report to the Board and thanked them for their engagement and dedication to the University.

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 12:55 p.m.



Keith D. Barrack

MONTCLAIR STATE UNIVERSITY
Montclair, New Jersey

BOARD OF TRUSTEES
Executive Committee
June 16, 2020

Present: Dr. Susan Cole, Dr. Francis Cuss, Mr. George J. Hiltzik, Mr. Lawrence Inserra, Jr., Mr. Douglas Kennedy, Mr. Ralph LaRossa, and Mr. Kent Sluyter

Absent: Ms. Rose Cali

Present by invitation: Ms. Candace Fleming, Mr. Mark Fleming, Mr. David Vernonn and Mr. Keith Barrack

Dr. Cuss called the meeting to order in Room 140, School of Business, at 8:15 am.

Statement regarding manner of public notice of meeting

Dr. Cuss read the following statement regarding the public notice of the meeting: “In compliance with the requirements of the Open Public Meetings Act, adequate notice of this public meeting — June 16, 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.

Matters Presented by the Chair

Dr. Cuss reported that the Executive Committee met in closed session prior to this meeting to discuss contract awards and personnel matters. Dr. Cuss made the following statement:

In light of the events of the past few weeks, I’d like to say a few words before we conduct our business.

The death of George Floyd has highlighted the magnitude of the systemic racism and injustice felt by the Black community and sparked a worldwide movement. One cannot have viewed the tragic video and the passionate demonstrations without being deeply moved. Like many members of the MSU community, - students, faculty, staff and alumni-, I support efforts to bring social justice issues to the forefront, not just for the sake of discussion, but to have a truly lasting impact.

These are unprecedented times. Our students have lost loved ones, are experiencing financial insecurity, and are questioning what their future will look like in the wake of the Covid-19 pandemic. The African American community has experienced this to an even greater extent due to health and economic inequalities, which coinciding with blatant displays of abuse of power and violence, have greatly increased their levels of anxiety and frustration.

For all of these reasons, the University and the Board of Trustees acknowledge MSU’s critical role in educating and preparing citizens of the 21st Century by promoting social justice, civic engagement, multicultural literacy, and recognition and celebration of diversity.

Mindful of Montclair State University's longstanding role as a University of opportunity that prides itself on providing access to higher education for all members of the local community in New Jersey, the Board strongly endorses the ongoing efforts of the President, the Faculty, Staff and Student leaders as they plan and prepare to bring students back to the University in the fall and help move our society from systemic racism to an enlightened and just future.

Contract Awards

Dr. Cuss moved that the Montclair State University Board of Trustees Executive Committee approve contract awards to various vendors, including but not limited to: Tele-measurements, Video Corporation of America, AVI-SPL and Commercial Technology Contractors Inc, Tritech, and Kinly to upgrade classroom technology to support multi-modal teaching necessitated by the Covid-19 Pandemic in a total amount not to exceed \$1,950,000. The motion was seconded and approved unanimously.

No. 3279

Personnel Actions

Dr. Cuss moved that the Montclair State University Board of Trustees Executive Committee approve the following personal actions: 4 professional staff reappointments and 251 managerial reappointments. The motion was seconded and approved unanimously.

No. 3280

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 8:45 a.m.

Keith Barrack

Keith D. Barrack

MONTCLAIR STATE UNIVERSITY
Montclair, New Jersey

BOARD OF TRUSTEES
July 15, 2020

Present: Ms. Fathia Balgahoom, 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. Ralph LaRossa, Mr. Kent Sluyter, and Ms. Faith Victor

Absent: Ms. Rose Cali, Mr. John McGoldrick, Mr. William Mullen 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, 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. Over 250 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 —July 15, 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 June 3, 2020

Trustees approved the minutes from June 3, 2020 as distributed.

No. 3286

Matters Presented by the Chair – Dr. Francis Cuss

Dr. Cuss moved to amend the agenda to add consideration of the Fall 2020 Restart Plan under Matters Presented by the Chair. The motion was seconded and the matter was approved unanimously.

No. 3287

Union Report

Professor Richard Wolfson spoke on behalf of AFT Local 1904. Professor Wolfson commented on the proposed FY 2021 budget, the proposed FY 2021 tuition and fee rates, and the University’s Fall 2020 Restart Plan. Professor Wolfson criticized the University’s decision to hold 23 outdoor Commencement ceremonies on Sprague Field and urged the Board of Trustees to reduce managerial salaries 10%. Lastly, Professor Wolfson questioned how the 20% paycut President Cole announced she had taken would be calculated.

Matters Presented by the Chair – Dr. Francis Cuss (cont'd)

Dr. Cuss reported that in closed session the Trustees reviewed the minutes from June 3, 2020 and reviewed legal matters. Dr. Cuss also addressed a letter received by the Board from Faculty Representative Elizabeth Emery and read the following statement:

I would also like to address a letter received by the Board. The faculty representative to the Board of Trustees, Prof. Elizabeth Emery, has provided to the Board her sense of the comments which she received from members of the faculty. Those comments focus on two general themes: firstly, a desire by faculty to understand better the reasoning behind the decisions that the Board and University management are taking in response to the crisis; and, secondly, a view that senior leadership is not, but should be, sharing in the sacrifice that others are making. The Board thanks her for sharing those views, and, on behalf of the Board, I would like to respond.

President Cole noted in her message to the faculty and staff last week, that “the COVID-19 pandemic presents the most serious and most difficult challenge our University has ever faced.”

The Board of Trustees agrees with that assessment and faced with unprecedented times for our University, the Board’s executive committee has been meeting regularly and more often than usual, to stay abreast of the changing situation.

In these challenging circumstances, all of the decisions of the Board and the actions of the President and senior leadership are based on a couple of fundamental principles: namely to preserve the ability of our students, both current and future, to pursue their educational dreams, and, in the current context, to protect the health and safety of all the members of the University. The integration and implementation of these principles are reflected in the 2020 Restart plan, which I will mention in a minute.

The Board fully shares the view, as expressed by President Cole in her letter to employees, and I quote “Montclair State is more than a university. It is a lifeboat. We must do all in our power to keep that lifeboat afloat and to keep it heading safely towards shore. We must do this for the present passengers of the lifeboat and for all those who will ride in it in the decades to come.”

It is our shared responsibility, Board and President, faculty and staff, alumni and friends, to do all in our power to sustain this University and steer it safely through the unprecedented challenges facing it. In that regard, we have had to take very difficult decisions, cutting many types of expenditures and rapidly increasing others, delaying construction projects, eliminating programs and activities, and significantly reducing payroll costs. We have reduced the ranks of administrators by 10 percent, eliminated many temporary positions, and offered fewer contracts to contingent faculty. We have not, however, reduced the ranks of the tenured and tenure-track faculty, and have approved at the President’s urging and at the height of the pandemic, the hiring of 23 new tenure-track and tenured faculty, even as we have almost completely frozen hiring of every other category of employee.

On what basis did the Board make these decisions? We approved these actions because they were entirely consistent with the principle of preserving and protecting the ability of our students to earn a first-rate education both now and in the decades to come. We are, all of us, the short-term stewards of a very important long-term public asset. It is our duty and our responsibility not just to assure that

the University remains on sound financial footing, but that it continues to serve its mission, to grow in quality and stature, and to be strong for the future.

In negotiating an agreement for furloughs with the State, the labor unions made a similar type of decision. In return for protecting the jobs of the unionized workforce from what could have been a very large number of layoffs, they agreed to take 12 days of furlough. We acknowledge that decision and the responsible rationale for it.

The Board commends President Cole for sharing in this sacrifice by voluntarily reducing her own compensation by 20 percent, and we support her administrative decision not to reduce the salaries of her managerial team, but rather to diminish the size of the team itself. That was her administrative judgment, given the extraordinary challenges facing the University right now, of what would be in the best long-term interest of the University.

The Board acknowledges how hard everyone is working, staff, faculty, and administrators. All of us are sharing in the sacrifice in one way or another, in time and effort, in stress and anxiety, and in all of the many ways that the pandemic has touched our personal and working lives. But all of us also share in the responsibility to sustain this University, to meet the educational needs of our students, to enable the continuation of our important scholarly and research initiatives, and to support our community and each other. For example, following the recommendations of the 2020 restart plan will in a concrete way help keep ourselves and each other as safe as possible.

Specifically these efforts include preparations for reopening in the fall, assuming that the pandemic has abated to the degree that Governor Murphy will permit reopening of University campuses. In many ways, it would be easier to plan to be a fully online educational institution for the near future. However, we believe that it is not what will best serve our students. In some disciplines, it absolutely cannot serve them, and for some students, regardless of their major, it cannot serve them. So, we have chosen a more complex and difficult option; one that is being explored by many other similar universities. We will to a very significant degree continue with remote instruction and work, while also opening the University carefully and with close attention to the appropriate safety protocols, to enable some on-campus instruction, work, and activity in ways that are highly mindful of protecting our people. In the judgment of the Board, the University is following a prudent course of action. We have reviewed the Restart Plan for the fall, we have met with and spoken with the leaders of the President's Advisory Committee, and, in our judgment, their work has been thoughtful, responsible, and science based. It is important to reiterate though, that today NJ is in stage 2, and these start-up preparations can only be implemented if the NJ State restrictions are relaxed to the stage 3 level. The 2020 restart plan will be posted on the University website after this open meeting is concluded and all members of the University committee will be trained on its contents as appropriate. Everyone in the University community has a responsibility to follow its directions.

Professor Emery also conveyed the appreciation she heard from many faculty members for the leadership of the Board, the President and the administration during this crisis. I thank her and all of you for that, and, in turn and on behalf of the Board of Trustees, I commend the faculty and staff for their unwavering dedication to our students and to the important mission of this University.

Fall 2020 Restart Plan

Dr. Cuss moved that the Montclair State University Board of Trustees approve the University's Fall 2020 Restart Plan, and further authorized the President of the University to take all actions necessary to implement the Restart Plan in the event that Governor Murphy declares New Jersey to be at Stage 3 prior to the beginning of the Fall 2020 semester. Dr Cuss asked President Cole to speak on the motion. The President presented the following comments:

Given the many unknowns and continuing uncertainties attendant upon life in the COVID-19 era, any plan for the fall can only be based on our best assessment of what the next six months will bring. The Plan that the Board of Trustees has before it for adoption today is based on a set of certain principles and goals: that, as New Jersey's second largest university and as an important public asset of the people of New Jersey, our responsibility is to do our absolute best under the circumstances to provide our students with a rigorous and meaningful higher education and to enable them to continue to make good progress toward the acquisition of their degrees; that our responsibility is to enable the continuance of the important research and scholarly activities of the University; and that our responsibility to all our students and our fellow employees is to provide that education and research in a manner that is fully attentive to the health and safety of the University community during the changing conditions of the coronavirus pandemic.

Over recent weeks, we have seen an awakening across the nation about the injustices suffered by many, and the pandemic itself has turned attention to critical issues related to healthcare disparities in our society. Public universities, such as Montclair State University, have a critical role to play in addressing these issues. Through access to the educational opportunities that we provide, our students are given some of the essential tools they need to live constructive and healthy lives and to avoid becoming the victims of economic and social injustices and disparities. This is to say that the work of this University is very important to tens of thousands of people today, and to hundreds of thousands who will be seeking access to its benefits tomorrow.

The proposed Plan will help guide that important work, but we cannot expect it to be a perfect plan. We are traveling through uncharted territory, and we will be learning as we go. But learning, after all, is our area of expertise. I am very grateful to the many, many people who have been working diligently, putting in long hours over long days, to provide the information and ideas and to take the actions necessary to the production of this Plan. Literally, every single unit of the University was engaged in some aspect of Plan development, from faculty work on instructional plans to University Facilities work on physical plant modifications, cleaning, and PPE procurement. I brought to the task all the information gleaned from service as a member of the Secretary of Higher Education's New Jersey Higher Education Restart Advisory Group, and from participation in meetings with government officials and, through the Association of Public and Land-Grant Universities, with presidents of major public universities across the country.

In addition to all the critical content guidance from the various University units, the President's Advisory Committee on COVID-19 Related Planning provided scientific and professional advice to inform the development of this plan. Members included: Co-Chairs, Dean of the School of Nursing Dr. Janice Smolowitz and Dean of the College of Science and Mathematics Dr. Lora Billings, Associate University Counsel Maria Anderson, Assistant Director of Environmental Health and Safety Gena Coffey, Lt. Tim Fox of University Police, Vice Provost for Research and Dean of the Graduate School Dr. Scott Herness, Director of the University Health Center Dr. Patricia Ruiz, Associate Vice President for Enterprise Application Services Donna Sadlon, and Professor of Nursing and Director

of the Graduate Nursing Program Dr. Joan Valas. That group put in many hours and days in service to the University, reviewing the scientific literature, tracking the actions and planning at other universities around the country, analyzing governmental regulations and guidance and focusing on the application and relevancy of all that information to this particular University environment, and reviewing all the specific plans that form the body of the overall Restart Plan.

And most recently, over the last two weeks, teams of people from each of the colleges, schools, and administrative units, as well as the University Senate and the Student Government Association, in all well over 100 people across the University read the various elements of the Plan under the pressure of a short timeline and offered their suggestions to help assure that it would be clear and useful to members of the University community. Vice President Joe Brennan and his team in University Communications oversaw the process of getting the Plan articulated in a user-friendly format for all members of the University community.

I recommend the University's Restart Plan for adoption by the Board of Trustees. I do so knowing that this plan is necessary to our success in achieving our goals for the fall 2020 semester, but also knowing that our success will depend not just on this Plan, but, to a much greater degree, will depend on the constructive will of all of the members of the University community to work together to meet our responsibility for the education of our students and to do all the things (the wearing of face coverings, the washing of hands, and all the tasks outlined in the Plan) that will help us keep each other safe. Our success will depend on our communal will to be the guardians of the mission of this University whose future rests in our hands.

The motion was seconded and approved unanimously.

No. 3288

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

Dr. Cole stated that the University would be holding 23 commencement ceremonies on Sprague Field between July 18th and 23rd. The ceremonies were being held in response to the students' requests for in-person graduation ceremonies. There will be approximately 2,000 students attending and each ceremony's attendance will not surpass the 500 person limit instituted by Governor Murphy. Many of the students who will be attending the commencements will be the first in their families to graduate college. The University will be taking significant measures to maintain social distancing and disinfecting the stadium between events. The faculty have been invited, but attendance is strictly optional for them and for staff.

Personnel, Compensation, Nominations and Governance Committee

Dr. Cuss reported that the Personnel, Compensation, Nominations and Governance Committee reviewed the minutes from its June 3, 2020, meeting, proposed personnel actions and a list of new hires anticipated before the Board's next meeting.

Personnel Actions

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

- 1 - Faculty appointment
- 2 - Professional/managerial staff appointments
- 1 - Leave of absence without pay

Faculty Appointment: Non Tenure Track (FY21)

Non-tenure track appointment

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>
Xiang Yu	Cali School of Music	Artist in Residence	7/1/20	MM New England Conservatory of Music

Professional/Managerial Staff Appointment (AY 2021)

Academic Affairs

<u>Diane Cavagnaro</u>	Off-Site/Special Programs	P-3 MAR Coordinator, Southern NJ, 70% time	07/06/2020	BA Nova Southeastern University MA Glassboro State College
Johyara Diaz	School of Communication /Media	Academic Advisor, School of Communication/ Media	07/20/2020	BS Ithaca College MA Montclair State University

Leave of Absence Without Pay

<u>Name</u>	<u>Department</u>	<u>Term</u>
Meredyth Krych Applebaum	Psychology	9/1/2020-8/31/2021

The motion was seconded and approved unanimously.

No. 3289

Academic Affairs and Facilities Committee

Mr. LaRossa reported that the Academic Affairs and Facilities Committee reviewed the minutes from its June 3, 2020 meeting, received a capital project report, reviewed the Clery report, and received a report regarding the University Police Department's training and emergency preparedness.

Audit, Finance and Investment Committee

Mr. Kennedy reported that the Audit, Finance and Investment Committee reviewed the minutes from its meeting on June 3, 2020, reviewed contract awards, and discussed the financial impacts of the coronavirus pandemic and the University's response.

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

- Early Intervention and Special Education (Various) - \$1,050,000

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

No. 3290

FY 2021 Tuition and Fees

Mr. Kennedy moved that the Board of Trustees approve the tuition and fee rates for Fall 2020 through Summer 2021. The motion was seconded and approved unanimously.

No. 3291

FY 2021 Meal plan and room rates

Mr. Kennedy moved that the Board of Trustees approve the room and meal plan rates for Fall 2020 and Spring 2021. The motion was seconded and approved unanimously.

No. 3292

FY2021 Operating budget

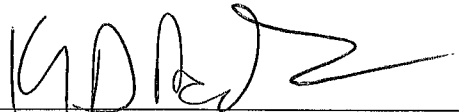
Mr. Kennedy moved that the Board of Trustees approve the fiscal year 2021 operating budget for Montclair State University. The motion was seconded and approved unanimously.

No. 3293

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 12:35 p.m.



Keith D. Barrack