

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

Saturday, October 11, 2003

The meeting was called to order at approximately 9:15 a.m. in the College Hall Board Room.

BOARD MEMBERS PRESENT Mr. Gruel, Mr. Mattos, Mr. Pesce, Ms. Rosado, Ms. Taylor, Mr. Taylor, Ms. Temple and President Speert.

Absent were: Mr. Butler, Dr. Fan, Mrs. Jackson, Mr. Mazzola, Dr. Pruitt

OTHERS PRESENT:

Provost and Executive Vice President Sesay, Vice President Bolyai, DAG Cheryl Clarke, Dr. Schaeffer, Mrs. Santaniello, administrators, faculty, students and others.

ANNOUNCEMENT CONCERNING ADEQUATE NOTICE OF MEETING:

In accordance with the "Open Public Meetings Act," the chairperson publicly announced and had entered into the minutes that "adequate notice" of this meeting was provided. In compliance with this Statute, this notice was posted on the University's bulletin board, reserved for these announcements, and also distributed to The North Jersey Herald and News, The Record, and The Star Ledger more than 48 hours prior to this meeting.

It was moved and seconded to adopt the following resolution.

10-03-01—RESOLUTION, TO MOVE INTO EXECUTIVE SESSION (Appendix 1)

The resolution was unanimously adopted.

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

MINUTES OF THE SEPTEMBER 5, 2003 BOARD MEETING:

The minutes of the September 5, 2003 Board meeting were approved as distributed.

CHAIR'S REPORT:

Gwen Taylor, Chair, provided background information on the resolution to approve the Institutional Code of Ethics drafted by the University and subsequently approved by the State Executive Commission on Ethical Standards.

It was moved and seconded to approve the following resolution:

10-03-2—RESOLUTION, CODE OF ETHICS (Appendix 2)

PRESIDENT'S REPORT:

President Speert reported on the draft of the New Jersey Commission on Higher Education's Long-Range Plan for Higher Education. Each Board member was provided with a copy in accordance with the request of the New Jersey Commission on Higher Education. He noted the comprehensive nature of the plan and the inclusive process that created it. The State College and University Presidents shared some concerns with the CHE, including the need to provide a way to quantify the standard the Commission is setting to make New Jersey higher education "among the best in the world." The Presidents also voiced concerns about the scarcity of public funds in support of higher education in the last several years and that the lack

of resources threatens the potential effectiveness of the Plan. Further, the Presidents of the senior public institutions also felt there was less than adequate attention given to the baccalaureate degree. The Plan also incorporates many new tasks with accountability to the Commission, when, in fact, the Commission was created as a coordinating body. President Speert announced that there will be several public hearings on the Plan and noted the role that Dr. Henry Pruitt played on the Plan's Steering Committee.

COMMITTEE REPORTS

PERSONNEL COMMITTEE:

Carla Temple presented two resolutions: Ms. Temple explained that the first resolution was being acted on in the public session at the request of Professor Pope's legal counsel.

It was moved and seconded to adopt the following resolutions:

10-03-17--RESOLUTION, APPEAL OF GEOFFREY POPE (Appendix 17)

10-03-15--RESOLUTION, VARIOUS PERSONNEL MATTERS (Appendix 15)

The resolutions were unanimously adopted.

STUDENT AFFAIRS COMMITTEE:

Ms. Sonia Rosado reported that the Student Affairs Committee met jointly with the Education Policy Committee. Provost and Executive Vice President Sesay presented the details of his Timely Degree Completion Initiative to the Committees Ms. Rosado said they were impressed with the comprehensive nature of the plan and the identification of intended outcomes. She also reported that Dean Jess Boronico provided an update on the College of Business AACSB accreditation candidacy. We are in the self-study year and our assigned Peer Review Team Leader has provided positive feedback on our progress and our timely compliance with the terms of the self-study year activities. Reports were also presented by Associate Vice President Ron Maggiore on Enrollment Management activities and by Chief Michael Horvath on University Police initiatives.

FINANCE & AUDIT COMMITTEE:

Robert Taylor provided background on the bid waivers and resolutions being recommended for approval. Mr. Paul Merrill provided a brief overview of the findings of the external audit engagement by KPMG at the University. Comparative data were available for the first time following the FY02 changes in accounting standards. He reported that KPMG issued a clean, unqualified opinion on our FY03 financial statements.

It was moved and seconded to adopt the following resolutions:

10-03-16—RESOLUTION, EXTERNAL AUDIT – FISCAL YEAR 2003 (Appendix 16)

BID WAIVERS:

10-03-3—RESOLUTION, BID WAIVER PROQUEST INFORMATION & LEARNING
(Appendix 3)

10-03-4—RESOLUTION, BID WAIVER ABC-CLIO (Appendix 4)

10-03-5—RESOLUTION, BID WAIVER H.W. WILSON COMPANY (Appendix 5)

10-03-6—RESOLUTION, BID WAIVER R.R. BOWKER (Appendix 6)

10-03-7—RESOLUTION, BID WAIVER GALE GROUP (Appendix 7)

- 10-03-8—RESOLUTION, BID WAIVER PALINET (Appendix 8)
- 10-03-9—RESOLUTION, BID WAIVER EDRS (Appendix 9)
- 10-03-10—RESOLUTION, BID WAIVER ASSOCIATION FOR COMPUTING MACHINERY (Appendix 10)
- 10-03-11—RESOLUTION, BID WAIVER NATURE PUBLISHING GROUP (Appendix 11)
- 10-03-12—RESOLUTION, BID WAIVER SELECT ENERGY, INC. (Appendix 12)
- 10-03-13—RESOLUTION, BID WAIVER CONTROLLED ENVIRONMENTS, INC. (Appendix 13)
- 10-03-14- RESOLUTION, LEASE/PURCHASE AGREEMENT – SUN MICROSYSTEMS (Appendix 14)

OTHER BUSINESS

1. Professor Susanna Tardi, President of the AFT Local 1796 read a resolution approved by the membership of AFT Local 1796 opposing any salary increase for President Speert or any administrators for the 2003-2004 academic year. Ms. Taylor thanked Professor Tardi for presenting the Union's recommendations. Ms. Taylor further stated that the Board has considered the financial crisis very carefully, and for the second consecutive year has delayed the President's increase by six months. The Board is confident in their decision to award a salary increase to President Speert in recognition of his leadership during these difficult times and the progress of the University under his management.
2. Ten members of the student body presented statements in support of the retention of Ms. Dorian Douglas and highlighted Ms. Douglas' many contributions to them both individually and collectively. At the conclusion, Ms. Taylor thanked the students on behalf of the Board for their dedication, conviction and sincerity in presenting their views. She informed the assembly that the Board does not comment in public on individual personnel matters, but does review each recommendation very carefully. Ms. Taylor described the process by which candidates for reappointment are considered by the administration, the Board Personnel Committee and the Board. She emphasized the importance of strictly adhering to that process to assure that everyone involved can trust that each candidate will receive consistent and equitable treatment.

Mr. Gruel complimented the students on the articulate delivery, thoughtful preparation, and heartfelt comments. He said they are a credit to themselves and the University and reflect well on the future of the William Paterson University.

At approximately 12:05 p.m., there being no further business, a motion was made and seconded for the meeting to be adjourned. The motion carried unanimously.

Respectfully submitted,



Donna Santaniello
Assistant to the President
and Board of Trustees

October 11, 2003

Appendix 1
Minutes of the
October 11, 2003
Board Meeting

10-03--1--RESOLUTION, TO MOVE INTO EXECUTIVE SESSION

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

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

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

10-03-2 --RESOLUTION, CODE OF ETHICS

WHEREAS: N.J.A.C. 9A:3.1.1 requires that each public institution of higher education develop a code of ethics establishing guidelines and standards of ethical behavior governing the conduct of its officers and employees in order to ensure the public's confidence in the conduct of business and operations of the institution; and

WHEREAS: The State Executive Commission on Ethical Standards has approved the Code of Ethics drafted by the University; therefore, be it

RESOLVED: That the Board of Trustees of The William Paterson University of New Jersey adopts the attached *Code of Ethics*.

The William Paterson University of New Jersey

Institutional Code of Ethics

A. Purpose

To provide a code of ethics for all trustees, officers and employees of William Paterson University. The code establishes guidelines and standards of ethical behavior in order to assure the public's confidence in the conduct of business and operations of the institution.

B. Scope of Authority and Application of the Code of Ethics

In addition to this code of ethics, the trustees, officers and employees of William Paterson University are expected to fully comply with all applicable provisions of N.J.A.C. 9A:3-1.1 et seq. (Institutional Code of Ethics), N.J.S.A. 52:13D-12 et seq. (New Jersey Conflicts of Interest Law) and N.J.A.C. 19:61-1.1 (Rules: Executive Commission on Ethical Standards) which comprise the statutory and regulatory bases for this code of ethics.

C. Policy

The following code of ethics is applicable to all members of the Board of Trustees, officers and employees, including student employees of William Paterson University.

1. No trustee, officer or employee should have any interest (financial or otherwise, direct or indirect) or engage in any business, transaction or professional activity that is in substantial conflict with the proper discharge of his/her duties.
2. No trustee, officer or employee should use or attempt to use his/her official position to secure unwarranted privileges or advantages for him/herself or others.
3. No trustee, officer or employee should act in his/her official capacity in any matter wherein he/she has a direct or indirect personal financial interest that might reasonably be expected to impair his/her objectivity or independence of judgment in the exercise of their official duties.
4. No trustee, officer or employee should undertake any employment or service, whether compensated or not, that might reasonably be expected to impair his/her objectivity and independence of judgment in the exercise of official duties.
5. No trustee, officer or employee should accept any gift, favor, service or other

item of value under circumstances from which it might be reasonably inferred that it was given or offered for the purpose of influencing him/her in the discharge of official duties. Nevertheless, a trustee, officer and employee, during the course of his/her official duties, may accept meals which are offered as part of a meeting or event so long as all attendees of such meeting or event are also provided such meals. In the event that a sponsor of a meeting has pending with the institution a matter on which the trustee, officer or employee must act in the exercise of his/her duties, during the time that said matter is pending, he/she shall not accept meals from any such sponsor.

6. No trustee, officer or employee should knowingly act in any way that might reasonably be expected to create an impression or suspicion, among the public having knowledge of his/her acts, that he/she may be engaged in conduct violative of his/her trust as a public trustee, officer or employee.

7. No trustee, officer or employee should use or allow to be used his/her public office or employment or any information not generally available to members of the public for the purpose of securing financial gain for him/herself or others with whom he/she is associated.

8. No trustee, officer or employee shall knowingly himself/herself, or by his/her partners or through any corporation in which he/she owns or controls more than 1% of the stock, or by any other person for his/her use or benefit or on his/her account, undertake or execute any contract, agreement, sale or purchase of the value of \$25.00 or more made, entered into, awarded, or granted by any State agency, except as provided in the New Jersey Conflicts of Interest Law. A trustee, officer, employee can only contract with a State agency if the contract is (a) made after public notice and competitive bidding or which pursuant to N.J.S.A. 18A:64-56 may be made without public advertising for bids or (b) is a contract of insurance entered into pursuant to N.J.S.A. 52:27B-62. The contract must have prior approval of the Executive Commission on Ethical Standards.

9. Notwithstanding the New Jersey Conflicts of Interest Law and section eight above, any faculty or staff member or his/her partners or any corporation or firm in which he/she controls more than 1% of the stock, assets or profits may enter into a contract or agreement with the University, where the contract or agreement is for the development of scientific or technological discoveries or innovations in which the University has a property right, if the faculty or staff member receives approval to do so in accordance with the administrative procedure adopted for this purpose as specified in University policy.

10. No trustee, officer or employee, nor any partnership, firm or corporation in which he/she has an interest, nor any partner, officer or employee of any such partnership, firm or corporation, shall represent, appear for, or negotiate on behalf of, or agree to represent, appear for or negotiate on behalf of, any person or party other than the University in connection with any cause, proceeding, application or

other matter pending before any State agency, except as provided in N.J.S.A. 52:13D-16.

D. Reporting Outside Employment (Full-time Employees)

Employees must annually disclose outside employment and/or business interests to the president or his designee. Employees may not engage in outside employment which occurs at a time when the employee is expected to perform his/her assigned duties at the University or diminishes that employee's efficiency in performing his/her primary work obligation. The Office of Human Resources will maintain and furnish forms.

E. Employment of Family or Household Members

To avoid issues of favoritism and potential conflict, no employee shall act in his or her official capacity in any University matter where a family member of the employee has a direct or indirect interest that might reasonably be expected to impair the employee's objectivity or independence of judgment. Family members are defined as spouses, children, parents or siblings residing in the same household or cohabitants with whom there is a financial relationship. Direct interests include, but are not limited to, initial employment, retention, job classification, salary, performance appraisals and work assignments. No employee shall directly supervise a member of his or her own family. It is the intent of the University to avoid instances that could be influenced by the family relationship in hiring, performance evaluation, promotion, reclassification, discipline, grievance or dismissal processes.

F. Accountability and Oversight

Any employee who violates the Code of Ethics may be subject to sanctions in accordance with the Conflicts of Interest Law (N.J.S.A 52:13D-12 et seq.). In addition to the above, University employees who violate this Code of Ethics are subject to disciplinary action by the University and the Executive Commission on Ethical Standards. Under the direction of the president, the Provost and Executive Vice President is responsible for ensuring compliance with this policy.

Each trustee, officer and employee shall sign a receipt indicating the date on which the Code of Ethics was received and acknowledge that he/she is responsible for reading the Code and is bound by it. Receipts shall be maintained in the employee's personnel file pursuant to N.J.A.C. 19:61-2.2.

Any trustee, officer or employee can seek clarification of the Code's provisions from the Director of Employee Relations, Allison Boucher, the University's ethics liaison officer, or from the Executive Commission on Ethical Standards.

**10-03-3-- RESOLUTION, BID WAIVER, PROQUEST INFORMATION &
LEARNING**

Resolved: That pursuant to Subsection 5.a (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement on behalf of the Virtual Academic Library Environment of N.J. (VALE) with ProQuest Information & Learning, Ann Arbor, Michigan, for the provision of the ABI/Inform Global, Ethnic NewsWatch, Gender Watch and LION databases at an amount not to exceed \$373,000 for Fiscal Year 2004.

Appendix 4
Minutes of the
October 11, 2003
Board Meeting

10-03-4 -- **RESOLUTION, BID WAIVER, ABC-CLIO**

Resolved: That pursuant to Subsection 5.a (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement on behalf of the Virtual Academic Library Environment of N.J. (VALE) with ABC-Clio, Santa Barbara, California, for the provision of bibliographic databases related specifically to the field of history at an amount not to exceed \$137,000 for Fiscal Year 2004.

Appendix 5
Minutes of the
October 11, 2003
Board Meeting

10-03-5 -- **RESOLUTION, BID WAIVER, H. W. WILSON COMPANY**

Resolved: That pursuant to Subsection 5.a (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement on behalf of the Virtual Academic Library Environment of N.J. (VALE) with H. W. Wilson Company, Bronx, New York, for the provision of reference databases at an amount not to exceed \$56,000 for Fiscal Year 2004.

Appendix 6
Minutes of the
October 11, 2003
Board Meeting

10-03-6 -- **RESOLUTION, BID WAIVER, R. R. BOWKER**

Resolved: That pursuant to Subsection 5.a (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement on behalf of the Virtual Academic Library Environment of N.J. (VALE) with R. R. Bowker, New Providence, New Jersey, for the provision of Books-In-Print database at an amount not to exceed \$44,000 for Fiscal Year 2004.

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Minutes of the
October 11, 2003
Board Meeting

10-03-7 -- **RESOLUTION, BID WAIVER, GALE GROUP**

Resolved: That pursuant to Subsection 5.a (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement on behalf of the Virtual Academic Library Environment of N.J. (VALE) with Gale Group, Farmington Hills, Michigan, for the provision of Health Reference Center databases at an amount not to exceed \$70,000 for Fiscal Year 2004.

Appendix 8
Minutes of the
October 11, 2003
Board Meeting

10-03-8 -- **RESOLUTION, BID WAIVER, PALINET**

Resolved: That pursuant to Subsection 5.a (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement on behalf of the Virtual Academic Library Environment of N.J. (VALE) with Palinet, Philadelphia, Pennsylvania, for the provision of numerous reference databases for an amount not to exceed \$477,000 for Fiscal Year 2004.

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Minutes of the
October 11, 2003
Board Meeting

10-03-9 -- **RESOLUTION, BID WAIVER, EDRS**

Resolved: That pursuant to Subsection 5.a (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement on behalf of the Virtual Academic Library Environment of N.J. (VALE) with EDRS (ERIC Document Reproduction Services), Springfield, Virginia, for the provision of databases related to the field of education at an amount not to exceed \$42,000 for Fiscal Year 2004.

10-03-10 -- **RESOLUTION, BID WAIVER, ASSOCIATION FOR COMPUTING
MACHINERY**

Resolved: That pursuant to Subsection 5.a (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement on behalf of the Virtual Academic Library Environment of N.J. (VALE) with Association for Computing Machinery, New York, New York, for the provision of their Digital Library at an amount not to exceed \$47,000 for Fiscal Year 2004.

Appendix 11
Minutes of the
October 11, 2003
Board Meeting

10-03-11 -- **RESOLUTION, BID WAIVER, NATURE PUBLISHING GROUP**

Resolved: That pursuant to Subsection 5.a (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement on behalf of the Virtual Academic Library Environment of N.J. (VALE) with Nature Publishing Group, New York, New York, for the provision of the Encyclopedia of Life Sciences at an amount not to exceed \$19,000 for Fiscal Year 2004.

Appendix 12
Minutes of the
October 11, 2003
Board Meeting

10-03-12 -- **RESOLUTION, BID WAIVER, SELECT ENERGY, INC.**

Resolved: That pursuant to Subsection 5.a (8) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to purchase LPL primary service electricity from Select Energy, Inc., Berlin, Connecticut, for a term to expire June 30, 2006.

Appendix 13
Minutes of the
October 11, 2003
Board Meeting

10-03-13-- **RESOLUTION, BID WAIVER, CONTROLLED ENVIRONMENTS INC.**

Resolved: That pursuant to Subsection 5. a (3) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Controlled Environments Inc., Pembina, North Dakota, for the purchase of a plant growth chamber at a cost not to exceed \$28,200.

Revised

10-03-14--RESOLUTION TO APPROVE EQUIPMENT LEASE-PURCHASE AGREEMENT AND TO AUTHORIZE THE EXECUTION OF DOCUMENTS RELATED THERETO

Whereas: The William Paterson University of New Jersey (the "Issuer") is a validly existing political subdivision of the State of New Jersey (the "State"), existing as such under any by virtue of the constitution, statutes and laws of the State; and

Whereas: The Board of Trustees of the Issuer (the "Governing Body") has the power under the laws of the State to lease or purchase personal property for use by the Issuer; and the Governing Body has determined, and hereby determines, that it is in the best interests of the Issuer to enter into an Equipment Lease-Purchase Lease (the "Lease") with Sun Microsystems Finance, a Sun Microsystems, Inc. business ("Lessor") for the purpose of financing the acquisition of the equipment (the "Equipment") described in Exhibit A to the Lease, and that the use of such Equipment is essential to the Issuer's proper, efficient and economic operation; and

Whereas: The Governing Body has taken the necessary and appropriate steps under applicable law, including, without limitation, any public bidding requirements, to arrange for the acquisition of the Equipment under the Lease; and

Whereas: The Lease terminates, and the Issuer's obligations thereunder are extinguished, if the Governing Body fails to appropriate money for the ensuring fiscal year for the payment of the amounts due in such fiscal year; and

Whereas: There has been presented to the Governing Body the form of the Lease, including Exhibit A thereto, which the Issuer proposes to approve, enter into and deliver, as applicable, to effectuate the proposed financing of the Equipment; and it appears that the Lease and its Exhibit A are in appropriate form and are appropriate instruments for the purposes intended;

Now, therefore, be it resolved by the Governing Board as follows:

Section 1: That all actions of the Issuer in effectuating the Lease are hereby approved, ratified and authorized pursuant to and in accordance with the transactions contemplated by the Lease.

Section 2: That the Governing Board hereby approves the acquisition by the Issuer of the Equipment described in Exhibit A to the Lease, such acquisition to be financed by Lessor pursuant to and in accordance with the terms of the Lease, for a total cost not to exceed \$434,400, which will be a valid, legal and binding obligation of the Issuer enforceable in accordance with its terms. The form and content of the Lease are in all respects authorized, approved and confirmed and the President of the Issuer, or his designee is authorized, empowered and directed to execute and deliver the Lease for and on behalf of the Issuer in substantially the form attached hereto, but with such changes, modifications, additions or deletions therein as shall to him seem necessary, desirable or appropriate. Be it further

Resolved: That this Resolution take effect from and after its passage.

Appendix 15
Minutes of the
October 11, 2003
Board Meeting

10-03-15 --RESOLUTION, VARIOUS PERSONNEL MATTERS

RESOLVED: That the Board of Trustees approves the various personnel matters as recommended by the President and directs that the actions be listed in the minutes of this meeting.

THE WILLIAM PATERSON UNIVERSITY
PERSONNEL MATTERS

PERSONNEL
ACTION

APPOINTMENTS:

<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT</u>	<u>RANGE</u>	<u>STEP</u>	<u>ANNUAL SALARY RATE</u>	<u>EFFECTIVE DATE</u>
Tony Carter	Visiting Professor One Year Only	Russ Berrie Professional Sales Institute	U32	10	\$97,635.00	9/1/03-6/30/04
Cindy Cohen	Assoc. Athletic Dir (Assoc. Dir. 2)	Athletics	D27	-	\$78,000.00	9/15/03
Vicki Coyle	Asst. Professor One Year Only	Nursing	U22	11	\$61,998.00	9/1/03-6/30/04
Sandra DeYoung	Acting Dean	Science & Health	D35	-	\$120,000.00	10/15/03
Mischa Edwards	Instructor One Year Only	English	U18	8	\$45,859.98	9/1/03-6/30/04
Yemane Egziabher	Instructor One Semester Only	Political Science	U18	10	\$24,647.38	9/1/03-1/29/04
Janice Kane	Asst. Professor One Year Only	Biology	U22	4	\$47,529.54	9/1/03-6/30/04
Helen Koo	Asst. Professor One Year Only	Art	U22	6	\$51,663.36	9/1/03-6/30/04
Christopher Lepre	Instructor 1/2 time One Semester Only	Anthropology	U18	3	\$9,349.79	9/1/03-1/29/04
George Macleod	Asst. Professor One Year Only	History	U22	5	\$49,596.45	9/1/03-6/30/04

THE WILLIAM PATERSON UNIVERSITY
PERSONNEL MATTERS

<u>PERSONNEL ACTION</u>	<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT</u>	<u>RANGE</u>	<u>STEP</u>	<u>ANNUAL SALARY RATE</u>	<u>EFFECTIVE DATE</u>
APPOINTMENTS:	Ian Marshall	Instructor One Year Only	English	U18	8	\$45,895.91	9/1/03-6/30/04
	Lorraine Marut	Instructor ½ time One Year Only	Nursing	U18	4	\$19,549.25	9/1/03-6/30/04
	James Nicosia	Asst. Professor One Year Only	Sec. & Middle School	U22	6	\$51,663.36	9/1/03-6/30/04
	Cesar Perez-Alvarez	Asst. Professor	Marketing & Mgmt.	U25	11	\$71,779.67	9/1/03
	Stephen Rosenfield	Asst. Prof. ½ time One Year Only	Communication	U22	11	\$30,999.05	9/1/03-6/30/04
	Michele Wright	Project Specialist One Year Only	Elem. & Early Childhood - (Grant Funded)	-	-	\$37,000.00	9/15/03-6/30/04
LEAVES OF ABSENCE:	Claudette Barry Medical*	Assoc. Prof.	Nursing	U26	11	\$75,366.94	9/17/03-12/31/03
	Ming Fay	Professor	Art	U30	8	\$82,441.15	1/1/04-6/30/04
	Georgios Gregoriou Medical*	Professor	Political Science	U30	10	\$88,547.61	9/1/03-12/31/03
	John Jordan *Medical w/pay ½ time	Professor	English	U30	11	\$91,600.85	9/1/03-6/30/04

*Leave without pay after expiration of eligible sick leave and vacation time.

THE WILLIAM PATERSON UNIVERSITY
PERSONNEL MATTERS

<u>PERSONNEL ACTION</u>	<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT</u>	<u>RANGE</u>	<u>STEP</u>	<u>ANNUAL SALARY RATE</u>	<u>EFFECTIVE DATE</u>
LEAVES OF ABSENCE:	Erin Monihan Maternity* + vac.	Head Women's Basketball Coach	Athletics	U24	8	\$61,507.94	9/2/03-10/03/03
RESIGNATIONS:	Cheryl Hollema	Instructor	Nursing	U18	11	\$50,993.93	6/30/03
	Melvin LaPrade	Instructor	AACS	U18	11	\$50,993.93	6/30/04
	Helene Pier	PSS3	Instit. Advancement	U21	9	\$55,115.63	9/30/03

Change in Sabbatical

Donna Perry, Professor, from 2003-2004 Academic Year to Fall 2003

Declined Appointment

Christian Carey, Asst. Professor ½ time, Music 9/1/03-6/30/04

Increase in Salary

Stephanie Koprowski, Project Specialist, Elem. & Early Childhood, from \$41,600.00 to \$46,200.00, working on additional grant.

Temporary Appointment

Laura Barry, Project Specialist, Residence Life, \$12.00/hr, 8/31/03-12/19/03

Temporary Reappointments:

Kathleen D'Andrea, PSS4, Clinic Support, Communications Disorders, \$2250.00, 9/1/03-1/29/04
 Peggy Kollmann, PSS4, Clinic Support, Communications Disorders, \$2250.00, 9/1/03-1/29/04,
 Tara McDonald, PSS4, Clinic Support, Communications Disorders, \$2250.00, 9/1/03-1/29/04,
 Christine Natale, PSS4, Clinic Support, Communications Disorders, \$4500.00, 9/1/03-1/29/04,
 Elizabeth Noonan, PSS4, Clinic Support, Communications Disorders, \$2250.00, 9/1/03-1/29/04,
Termination:

Cesar Perez-Alvarez Asst. Professor, Marketing & Mgmt., No U.S. Permit for Work, eff. 9/24/03

*Leave without pay after expiration of eligible sick leave and vacation time.

**ADJUNCT APPOINTMENTS FOR THE FALL 2003 SEMESTER
FOR CONSIDERATION BY THE BOARD OF TRUSTEES
AT THE OCTOBER 11, 2003 MEETING**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
<u>College of the Arts & Communication</u>		
Elizabeth Ahlin	Communication	6
Luke Allsbrook	Art	4
Horacee Arnold	Music	6
Norman Basch	Communication	3
Denise Bellog	Communication	6
Gene Bertoncini	Music	4
James Biederman	Art	4
Robert Both	Communication	6
Don Braden	Music	6
Donald Brautigam	Art	4
Steven Cameron	Communication	6
Melissa Campbell	Communication	3
Gary Capetandes	Music	2
Christian Carey	Music	6
Giovanna Cecchetti	Art	8
Thomas Charsky	Music	6
Nan Childress	Music	3
Richard Clark	Music	2
Joseph Coco	Art	7
Paul Cohen	Music	6
Peter Coll	Music	6
Meredith Cooper	Communication	6
Eugene Crediford	Art	4
Joan DesRoches	Music	4
David DeVita	Communication	6
Staci Dinerstein	Communication	3
Jeremy Doucette	Communication	3
George Elian	Communication	6
Roslyn Fasset	Art	6
Edmund Fay	Music	6
John Ferrari	Music	6
Harriet Finck	Art	8
Stephen Firth	Communication	6
Richard Foley	Music	1
Christine Foster	Music	6
Darren Gage	Music	6
William Gazdag	Communication	6
Franco Gennareill	Music	2
Robert Glick	Art	4
Dean Goettsch	Art	6
Gregg Goldin	Communication	6
William Goodwin	Music	5
Carol Greski	Communication	6

Adjuncts (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
<u>College of the Arts and Communication</u> (continued)		
Glen Guarino	Art	8
Mariann Gythfeldt	Music	6
Seth Himmelhoch	Music	6
Fred Irwin	Music	3
Carl Jablonski	Art	4
Peter Jarvis	Music	6
Matthew Johnson	Art	4
Lawrence Kaiser	Communication	3
Ann Kerzner	Music	6
Luwanna King	Communication	3
Elka Kirkpatrick	Music	6
Grace Knowlton	Art	4
Thomas Kolor	Music	6
Richard Kos	Music	3
Barbara Krajkowski	Communication	6
Andrew Lamy	Music	3
Steven La Spina	Music	5
Howard Lerner	Art	4
Jacqueline Lima	Art	4
Nancy Marano	Music	6
David Marchese	Art	4
Michael McAuliffe	Art	6
Marilyn McCabe	Communication	6
Joseph McKee	Music	4
Marcus McLaurine	Music	5
Phil Meyers	Music	6
Ivan Miller	Music	2
Joseph William Mobley	Music	4
John Mosca	Music	5
Bruce Morozko	Art	4
Ken Morris	Art	4
Margaret Murphy	Art	4
Halleh Nia	Communication	6
Kevin Norton	Music	6
James Noyes	Music	6
Margaret O'Connor	Music	3
Matthew Paterno	Music	6
Frank Pavese	Music	6
David Philip	Music	2
Frank Plateroti	Communication	6
Janet Reeves	Music	6
Ira Roberts	Music	4
Juan Robles	Music	6
David Rogers	Music	5
Alexandra Rojas	Communication	6

Adjuncts (continued)

College of the Arts and Communication (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
Gerald Rounds	Communication	3
Timothy Ruedeman	Music	6
Dalia Sakas	Music	6
Carol Schuler	Art	6
Thomas Shull	Music	3
Scott Simpson	Music	3
David Smey	Music	6
Gary Smuylan	Music	6
Zoe Sonenberg	Art	4
Josh Sternberg	Communication	6
Christopher Sweerus	Communication	6
Anastasia Swope	Music	4
John Thompson	Music	2
Nadia Tscherny	Art	6
Gary Van Dyke	Music	4
Linda Waller	Communication	6
James Weidman	Music	5
Michael Zwiebel	Art	4

TOTAL**520****College of Business**

Gokul Bahadur	Economics & Finance	6
Jerry Chanda	Economics & Finance	6
Ronald Christensen	Marketing & Management	3
Robert Cooney	Accounting & Law	6
Richard Deluca	Marketing & Management	6
Richard Dunn	Marketing & Management	3
Lois Farese	Marketing & Management	3
Karen Gray	Economics & Finance	3
Robert Hille	Marketing & Management	3
Robert Jeffrey	Accounting & Law	6
Badrul Khan	Economics & Finance	3
Walter Lehman	Economics & Finance	3
Pamela Lassiter	Marketing & Management	6
Brad Muniz	Accounting & Law	3
Charles O'Gorman	Marketing & Management	3
Terri Reicher	Accounting & Law	3
Hamideh Ramjerdi	Economics & Finance	3
Walter Robertson	Economics & Finance	3
Thomas Roberts	Marketing & Management	6
Kenneth Shotlander	Accounting & Law	3
Albert Stotzer	Economics & Finance	3
Vincent Vicari	Marketing & Management	1.5
James Walsh	Marketing & Management	3
Zhongxian Wang	Marketing & Management	6

Adjuncts (continued)

College of the Arts and Communication (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
Colin Warren	Russ Berrie	3
Arthur Weren	Marketing & Management	3
Gregory Winberry	Marketing & Management	3
TOTAL		103.5

College of Education

Laura Aitken	Field Experience	5
Fred Alfano	Field Experience	5
Barbara Andrews	Field Experience	5
Alan Bandstra	SPED & Counseling	3
Marilyn Barouch	Field Experience	4
Robert Bednarcik	Elem. & Early Childhood	3
Anthony Bencivenga	Elem. & Early Childhood	4
Suzanne Berelson	Field Experience	6
Deena Bergman	Field Experience	4
Burt Bersch	Field Experience	1
Lisa Bimonte-Fisbeck	SPED & Counseling	3
Jacqueline Bonscher	Field Experience	2
Aaron Braverman	Field Experience	2
Pamela Brillante	SPED & Counseling	6
David Browne	Elem. & Early Childhood&EDLD	10
Monica Browne	EDLD	3
Francine Butler	Elem. & Early Childhood&EDLD	6
Maureen Calantropio	Elem. & Early Childhood	2
Louis Capozzi	Elem. & Early Childhood	2
Laurie Christopher	Field Experience	4.5
Christopher Conklin	SPED & Counseling	3
Angelina Conti	Field Experience	3
Irene Cook	SPED & Counseling	3
Joanne Cooney	EDLD	3
Janet Cutshall	Elem. & Early Childhood	3
Danielle Da Giau Pitoniak	Secondary & Middle School	3
Lynn DaMatteo	Elem. & Early Childhood	2
Walter Daniw	Sec. & Mid. Sch. & OFLE	6
Ann Danziger	Field Experience	4.5
Mildred Davis-Brown	Field Experience	5.5
Francis DeBell	Field Experience	3
Scott DeVries	Field Experience	1
Mary Rulene DiFrancesco	Field Experience	3
Mary Di Ianni	Field Experience	5.5
Marie Donnantuono	Elem. & Early Child & OFLE	6.5
Keith Doyle	Field Experience	5
Regina Feinstein	Field Experience	6

Adjuncts (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
Fred Fell	SPED & Counseling	3
Ronald Findelstein	SPED & Counseling	6
Theodore Fischer	Field Experience	6
Patricia Fisher	SPED & Counseling	3
Florence Flaster	Field Experience	3
Tony Franciosi	Field Experience	2
M. Lourdes Fritz	SPED & Counseling	3
Carolann Garafola	SPED & Counseling	3
Cynthia Gennarelli	Elem. & Early Childhood	2
Patricia Gerard	Elem. & Early Childhood	6
Mary Gladden	Field Experience	6
Leonard Goduto	Elem. & Early Childhood	4
Jack Goodman	Field Experience	3
Paul Grant	SPED & Counseling	3
Donna Greenberg	SPED & Counseling	3
Janet Guariglia	Field Experience	6
Stephan Gubar	SPED & Counseling	3
Joseph Guzzo	Field Experience	4.25
Robert Hausner	Field Experience	6
Jane Hutchinson	Elem. & Early Childhood	6
Ann Iandoli	Elem. & Early Childhood	3
F. Jacene	EDLD	3.25
Joseph Jack	Elem.& Secondary Child	7
Carolyn Jenkins	Secondary & Middle School	3
Amy Job	Elem. & Early Childhood	3
James Jones	Field Experience	1
James Kane	Field Experience	6.25
Charles Kincaid	SPED & Counseling	3
Thomas King	Field Experience	6
Willard Kobuskie	Field Experience	6
Kenneth Kurnath	Field Experience	4
Peter LaBarbiera	Field Experience	4.5
Nana LaBruna	Field Experience	4
Anthony La Femina	Sec.& Mid.Sch & OFLE	7
Pamela Lambe	Elem. & Early Childhood	5
Sue Laubach	Field Experience	1
Thomas Lucas	CSP	3
Olympia Lortz	Elem. & Early Childhood	2
Allen Luster	Field Experience	4
Victoria Madden	Secondary & Middle School	3
Carol Maniscalco	Secondary & Middle School	6
Carmen Mansourian	Secondary & Middle School	3
Amy Marotta	Field Experience	5
Joseph Marotta	Field Experience	6
Thomas Martone	SPED & Counseling	3
Mc Cartney	Field Experience	2
Barbara Miller	EDLD & Field Experience	7.25

Adjuncts (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
College of Education (continued)		
Jack Mitchell	Field Experience	2
Kayte Monroe	EDLD	3.25
Timothy Nagle	Sec. & Mid.Sch. & OFLE	7.25
Jill Nagurka	Elem. & Early Childhood	3
Maureen Nobile	SPED & Counseling	3
Richard Norman	Field Experience	1
Anthony Norod	Field Experience	2
Maria Nuccetelli	EDLD	3
Roberta O'Connor-Rydell	SPED & Counseling	3
Judith Orson	Field Experience	5.5
Mike Padva	Field Experience	1
Jacqueline Peche	Elem. & Early Childhood	2
Mary Ann Peterfriend	SPED & Counseling	3
Andrew Peterson	Field Experience	6.25
Jacqueline Petretta	SPED & Counseling	3
Carol Petrovich	Field Experience	3
Robert Piela	Field Experience	6
Jamie Prioli	SPED & Counseling	3
Arthur Ranges	Field Experience	5
Jacqueline Reeves	Elem. & Early Childhood	3
Nancy Richter	Field Experience	4
Peter Richter	Elem. & Early Childhood	5
Eugene Ridgeway	Field Experience	6
Martin Rittenberg	Field Experience	2
Mary Lou Rodimer	Elem. & Early Childhood	6
Sharon Romaglia	SPED & Counseling	3
Robert Ross	Elem. & Early Childhood	4
Kelley Rowe	Field Experience	5.5
Simon Saba	Elem. & Early Childhood	2
Jacqueline Salerno	Elem. & Early Childhood	5
Joan Sanford	Field Experience	4.5
Tom Santulli	Secondary & Middle School	3
Eleanore Schaffer	Field Experience	3
John Scheri	Elem. & Early Childhood	6
Joseph Schwartz	SPED & Counseling	3
Victor Sciacchetano	Field Experience	4
Robert Seal	Secondary & Middle School	3
Rosemary Seitel	Elem. & Early Childhood	6
Rocco Sellitti	Field Experience	6
Rudolph Sellitti	Field Experience	6
Vivian Scheerin	Field Experience	4
Isabel Shoukas	SPED & Counseling	3
Alan Simanowitz	SPED & Counseling	3
Joann Spera	Field Experience	2
Suzanne Steckert	Elem. & Early Childhood	4
Sheila Sosis	Field Experience	4

Adjuncts (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
College of Education (continued)		
Dana Tartaglia	Field Experience	4
Margaret Tiffner	Elem. & Early Childhood	3
Nicole Torrielli	Elem. & Early Childhood	4
Janet Vignola	Field Experience	2.5
Linda Weber	SPED & Counseling	3
Ethel Winkler	Field Experience	2
John Zeug	Field Experience	6
Isabel Zupan	Field Experience	6
	TOTAL	544.75

College of Humanities & Social Sciences

George Abunza	Philosophy	3
Allen Abramowitz	Political Science	3
Mike Abrams	Psychology	3
John Acacia	History	3
Anthony Agresta	English	6
Sarah Ahearn	English	6
Eileen Albrecht	English	3
Juan Alcaide	Languages & Cultures	6
Joan Alevras	Psychology	6
Liana Allen	Sociology	3
Robert Alexandere	Sociology	6
Ananta Alva	Political Science	6
Aurelio Baccan	Languages & Cultures	6
Chris Barbieri	English	3
Beth Ann Bates	English	3
Rosemarie Bello-Truland	Women's Studies	3
Dunio Bernhaut	Languages & Cultures	6
Marie Noelle Bilong	Languages & Cultures	6
Felicia Blasberg	English	3
Jack Block	History	3
Staci Block	Sociology	4
Michele Bowman	English	6
Andrew Brown	Sociology	3
Gerald Bucciarelli	English	3
Gerri Budd	Women's Studies	3
Michael Butler	AAACS	3
Susan Bzik	Sociology	3
Jill Cadorin	English	3
Ronald Caffrey	Sociology	3
Patrice Cappello	Psychology	3
Bilhia Carmiel	Languages & Cultures	3
Paul Chao	AAACS	3
Margaret Chelnik	Sociology	3

Adjuncts (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
College of Humanities and Social Sciences (continued)		
Susannah Chewning	English	6
Thomas Ciani	History	6
Giovanna Ciccillini	Languages & Cultures	3
Pio Clavijo	Languages & Cultures	6
Anna Cline	English	3
Christine Cochran	English	3
Lorraine Coco	English	6
Lynn Crestiello	Languages & Cultures	6
Luis Cruz	Sociology	3
Christopher Curcio	Philosophy	3
William Curcio	Sociology	3
Barbara Danko	Psychology	6
Estelle Dansky	English	3
Alphonse Dattolo	Languages & Cultures	6
A. J. DeSimone	Psychology	9
Helen Dedes	Women's Studies	6
Anthony Demarest	English	3
Debbie DiBenedetto	Psychology	3
Theresa DiGeronimo	English	6
Joseph DiGiacomo	Sociology	6
Judith Diello	Languages & Cultures	6
Staci Dinerstein	English	3
Philippe Eberhard	Languages & Cultures	6
Paul Eckstein	Philosophy	6
Marueen Eisner	Philosophy	6
Bonita Evans	History/Women's Studies	6
John Evansohn	Political Science	6
Reza M. Farahani	Psychology	3
Vincent Favata	Languages & Cultures	6
Maureen Feeney	English	6
Clovia Feldman	English	6
Clara Fernandez	Languages & Cultures	6
Daniel Fincke	Philosophy	3
Susan Fisher	English	6
William Fisk	Philosophy	6
David Fleming	History	6
Jose Fraga	Languages & Cultures	6
Maria Fraguela	Languages & Cultures	6
Tracy Francese	Women's Studies	6
Marsha Fulton	Anthropology	6
Cheryl Galgano	English	3
Lawrence Gill	English	3
Henry Glazer	Philosophy	3
Bhanu Goldsmith	English	6
Flora Gonzalez	Languages & Cultures	3
Virginia Gonzalez	Languages & Cultures	6

Adjuncts (continued)

College of Humanities & Social Sciences (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
Alex Gonzalez-Leonard	Languages & Cultures	6
Harriet Gordon	Psychology	4
David Groff	English	3
Michael Hailparn	Philosophy	3
Ellen Hausner	English	3
Cheryl Hayek	Languages & Cultures	3
Melinda Henault	Psychology	3
Thomas Henry	History	6
Paul Hoffman	Political Science	3
Joan Holmes	Psychology	6
William Holzapfel	History	3
Barbara Humak	English	6
Anthony Impeveduto	Political Science	3
Alice Ishkanian	Basic Reading Instruction	6
Edward Jankowski	Women's Studies	6
Robert Janusko	English	6
Soulaiman Jendi	Languages & Cultures	6
Catherine Just	Anthropology	6
Lawrence Kaiser	English	3
Bahir Kamil	AAACS	3
Jeffrey Kassover	AAACS	3
Sue Kenny	English	3
Kamau Kenyatta	AAACS	6
Cherie Kipple	Basic Reading Instruction	3
Jennifer Kramer	Women's Studies	6
Virginia Kraus	Psychology	6
Anil Kumar	Languages & Cultures	3
Charlene Langfur	English	6
Amanda Latrenta	English	6
Benjamin Liebowitz	Psychology	6
Debra Levy Robbins	Basic Reading Instruction	3
Stephen Lillis	English	6
Barbara Lisa-Johnson	Psychology	3
Martin Litchman	English	3
Michael Lopez	Languages & Cultures	6
Lodimir Lozny	Anthropology	6
David Lyttle	English	3
William Maer	Political Science	3
Emily Mahon	History	3
Kimberly Ann Marsden	Psychology	6
Guillermo Martinez	Languages & Cultures	6
Bettina Mason	English	3
Ed Matthews	English	3
Anthony Mazzella	English	1.17
Freda Isaacs McClean	AAACS	3
Bernard McCloskey	Languages & Cultures/Phil.	6

Adjuncts (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
College of Humanities & Social Sciences (continued)		
Mary Beth McDonald	Psychology	3
Daniel McElwreath	Psychology	7
Chris McGuire	Psychology	6
Christopher McGunnigle	English	6
Omar Mendez	Psychology	6
Steve Mermini	Psychology	6
Thomas Messer	Psychology	3
Marta Montseny	Languages & Cultures	6
Claudette Moran	Languages & Cultures	3
Michele Murphy	Women's Studies	6
Yvonne Nambe	AAACS	6
Marc Nawyn	Philosophy	3
Maria Neiderstrasse	Languages & Cultures	6
Peter Nichols	Philosophy	6
Gabriel Okafor	Sociology	6
Magaly Olivares	Languages & Cultures	6
Ann O'Rourke	English	6
Brigitte Padberg	Languages & Cultures	6
Janet Pansini	Psychology	6
Cynthia Pascu	Political Science	6
James Pavlin	History	6
Amy Phalon	English	6
Elliot Pruzan	Philosophy	3
Mark Puglise	History	3
Alexis Quinlan	English	6
Rudolph Raines	AAACS	6
Sandra Ramos	Women's Studies	3
Sarah Rasmusson	Women's Studies	6
Ellen Renaud	History	6
Rhoda Reynolds	English	6
James M. Richardson	AAACS	6
John Rinciari	Sociology	6
Richard Rizzo	History	6
Maria Rodriguez	Women's Studies	6
Diana Romero	Women's Studies	3
Ezequiel Romero	Languages & Cultures	6
Gerald Rounds	Philosophy	3
Richard Rumana	Philosophy	9
Brook Sandel	English	3
John Sanz	Languages & Cultures	6
Vigi Sargis	Women's Studies	6
Andre Sayegh	History	6
Susan Schaumburg	Languages & Cultures	6
Yana Seminara	Languages & Cultures	6
Bella Shabelman	Languages & Cultures	3
Margaret Shultz	History	6

Adjuncts (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
College of Humanities & Social Sciences (continued)		
Cindy Simon	Political Science	6
Jacqueline Sipos	Women's Studies	6
Lisa Smith-Lemon	Psychology	3
Jendi Soulainman	Languages & Cultures	6
Carroll Sparkes	Sociology	6
John Speranza	History	6
Arnold Stark	History	6
Daniel Sugarman	Psychology	3
Letizia Sutera	Languages & Cultures	3
Karen Swanson	English	3
Daniel Sweetman	Languages & Cultures	6
Nancy Tevis	English	3
Michael Tocci	Psychology	3
Harvey Toriello	English	3
Mireille Touma	English	6
Bobbi Triolo	Psychology	6
Rafael Valentin	Political Science	3
Kenneth Van Pelt	Psychology	3
Christing Vitrano	Philosophy	3
Victoria Wagner	English	3
Glenn Wallace	English	3
Antoinette Washburn	Languages & Cultures	6
Sandra Wasserman	Languages & Cultures	3
Lisa Weinberger	English	6
Clifford Weinstein	English	6
Brad Weisberger	Political Science	3
Alan Weissman	English	3
Doris White	English	3
Paula Wills	History	6
William Wolak	English	3
Susan Wright	English	6
James Young	AAACS	3
Keyone Yu	Languages & Cultures	6
Jill Zinckgraf	Women's Studies	6
	TOTAL	958.17

College of Science & Health

Karen Amato	Mathematics	3
Janis Bain	Communication Disorders	3
Gabrielle Bains	Chemistry : Physics	5
Eileen Bannet	Mathematics	3
Tobias Barboza	Exercise & Movement Sciences	4
Vladimir Belenky	Chemistry & Physics	5
Corrine Benson	Exercise & Movement Sciences	3

Adjuncts (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
College of Science & Health (continued)		
Craig Bernier	Mathematics	3
Antonia Bivona	Mathematics	3
Jack Burchill	Mathematics	3
Lori-Ann Calogero	Mathematics	6
Lorraine Caruso	Biology	7
Rebecca Chamberlain	Biology	3
Diane Chuback	Biology	2
Phil Congilose	Exercise & Movement Sciences	6
Barbara Creighton	Exercise & Movement Sciences	3
Frank D'Agosta	Chemistry & Physics	5
Bishambar Dayal	Chemistry & Physics	5
Denise DePalma	Community Health	6
Sanja Desai	Biology	7
Lynn DiGiacomo	Exercise & Movement Sciences	1
Thomas Di Micelli	Environmental Sc/Geography	3
Joel Dorfman	Mathematics	3
Julia Dunn	Exercise & Movement Sciences	1
Mary Lynn Erickson	Mathematics	6
Tom Fein	Mathematics	3
Michelle Fenwick	Communication Disorders	3
Noimon Fountoukidis	Mathematics	6
Rita Gigante	Exercise & Movement Sciences	8
Anthony Girardi	Exercise & Movement Sciences	3
Alan Goldstein	Environmental Sc/Geography	5
Charlene Gungil-Williams	Community Health	6
Paula Harrison	Community Health	3
Karen Hilberg	Exercise & Movement Sciences	3
Jeff Himmelstein	Biology	5
Jerald Honeycutt	Chemistry & Physics	7
Dana Jacko	Community Health	3
Ruzhong Jin	Biology	4
Kenneth Job	Environmental Sc/Geography	6
Stuart Kaplan	Biology	3
James Kennedy	Mathematics	6
Edward Konsevick	Environmental Sc/Geography	5
Hsuan Labowsky	Mathematics	6
Thomas Lan	Chemistry & Physics	5
Toni LaSalla	Exercise & Movement Sciences	8
Jane Lenosky	Mathematics	6
Georgette Lentz	Mathematics	6
Rita Levine	Mathematics	6
Marilou Limguangco-Ong	Biology	6
Shahin Madison	Chemistry & Physics	7
Thomas Mahady	Exercise & Movement Sciences	3
Chris Mallery	Biology	2
Thomas Malone	Mathematics	3

Adjuncts (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
College of Science & Health (continued)		
Nazieh Masoud	Chemistry & Physics	5
Mark Mattesi	Exercise & Movement Sciences	3
Laura McMahon	Biology	5
Mary Jane Mietlowski	Mathematics	3
Matthew Miktus	Mathematics	6
Sondra Minuskin	Mathematics	6
Kenneth Mix	Computer Science	3
Joseph Molloy	Biology	5
David Niedosik	Environmental Sc/Geography	5
Emeka Onwubua	Mathematics	6
Kathy Ortiz	Exercise & Movement Sciences	4
John Patzan	Exercise & Movement Sciences	6
Christine Piepszak	Mathematics	6
Carol Pierce	Community Health	3
Donna Potacco	Biology/Mathematics	6
Costabile Raso	Computer Science	3
Gerald Reynolds	Mathematics	6
Michael Rinaldi	Mathematics	6
Roslyn Rogers	Community Health	3
Joseph Sarnoski	Environmental Sc/Geography	5
Sharad Sathe	Mathematics	3
Kristen Sauer	Biology	4
Joanne Schifano	Mathematics	6
Laurie Schlusell	Community Health	3
Susan Sgro	Biology	5
Christine Shesler	Community Health	6
John Sico	Mathematics	3
Howard Steng	Exercise & Movement Sciences	2
Carlos Tello	Chemistry & Physics	5
Donald Tomaszewski	Exercise & Movement Sciences	6
Jaimie Tomko	Community Health	3
Maryann Walsh	Community Health	3
Kathryn Werheim	Community Health	3
Horngnu Wu	Chemistry & Physics	5
Lucille Young-Talbot	Community Health	6
Xiaomei Zhou	Biology	3
Samira Ziaei	Biology	8
TOTAL		405
GRAND TOTAL		2531.42

**OVERLOAD APPOINTMENTS FOR THE FALL 2003 SEMESTER
FOR CONSIDERATION BY THE BOARD OF TRUSTEES
AT THE OCTOBER 11, 2003 MEETING**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
<u>College of the Arts and Communication</u>		
Jamsheed Akrami	Communication	1.5
Louise Albers	Communication	3
Alejandro Anreus	Art	4
Richard Bartone	Communication	3
Jerry Beal	Communication	0.5
Elizabeth Birge	Communication	1
James Brown	Art	4
Stephen Bryant	Music	2
Zhiyuan Cong	Art	4.51
Joel Craig Davis	Music	6
Angela DeLaura	Art	8.51
Dave Demsey	Music	3
Karen Demsey	Music	3
Richard DeRosa	Music	3
Diane Falk-Romaine	Music	3
Leslie Nobler Farber	Art	3
Carol Frierson-Campbell	Music	2.17
Donaldo Garcia	Music	4
Claudia Goldstein	Art	3
Nan Guptill Crain	Music	1
David Horton	Art	2
Leandro Katz	Art	5
David Kerzner	Communication	3
Gary Kirkpatrick	Music	6
Jeffrey Kresky	Music	2
Alan Lazarus	Music	3
Tina Leshner	Art	1.17
Elaine Lorenz	Communication	3
Jay Ludwig	Art	1.17
Casey Lum	Communication	0.5
Charles Magistro	Communication	0.5
Stephen Marcone	Art	3.51
Reynaldo Martinez	Music	3
Fran Mindel	Communication	6
Barry Morganstern	Communication	1
Imafidon Olaye	Communication	3
John Omachonu	Communication	6
Lynne Orr	Communication	3
Kristen Palana	Communication	3
Diana Peck	Art	6.51
Deborah Pluss	Communication	3
Lori Ramos	Communication	3
John Rhodes	Communication	0.5
Steve Rittler	Communication	8
	Art	4.17

Overload (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
<u>College of the Arts and Communication</u> (continued)		
Margaret Rothman	Art	1
Phillip Sprayberry	Communication	3
Elizabeth Stoppel	Communication	5.5
Joseph Van Putten	Art	1
David Weisberg	Music	3
Chriss Williams	Communication	2
He Zhang	Art	4
TOTAL		160.72

College of Business

Giuliana Andreopoulos	Economics & Finance	2
Stephen Betts	Marketing & Management	2
Robert Bing	Accounting & Law	2
Francis Cai	Economics & Finance	2
Elizabeth Ekmekjian	Accounting & Law	1
Susan Godar	Marketing & Management	3
Martin Gritsch	Economics & Finance	3
Robert Lawson	Marketing & Management	1
William Matthews	Marketing & Management	2
Sia Nassiripour	Accounting & Law	2
Andrew Nyaboga	Accounting & Law	2
Alex Panayides	Economics & Finance	2.5
Leonard Presby	Marketing & Management	2.5
Martin Rudnick	Accounting & Law	2
Tricia Snyder	Economics & Finance	2
Paul Swanson	Economics & Finance	2
Jinn Tsair-Teng	Marketing & Management	2
Muruku Waiguchu	Marketing & Management	2
Lianzan Xu	Accounting & Law	3
TOTAL		40

College of Education

Sondra Akins	Secondary & Middle School	1
Mathilda Catarina	CSP	3
Michael Chirichello	Educational Leadership	5
Anthony Coletta	Elem. & Early Childhood	13.1
Paula Danzinger	CSP	4
Mildred Dougherty	Elem. & Early Childhood	2
Dorothy Feola	Secondary & Middle School	5
Marvin Fietelson	Secondary & Middle School	3
John Gangale	Special Education & Counseling	1

Overload (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
Marjorie Goldstein	Special Education & Counseling	1.34
Peter Griswold	Special Education & Counseling	6.5
Henry Heluk	CSP	3
Althea Hylton-Lindsay	Secondary & Middle School	1
Mary Malu	Secondary & Middle School	2
Jacqueline McConnell	Special Education & Counseling	2.5
Geraldine Mongillo	Elem. & Early Childhood	3
Cynthia Northington	Secondary & Middle School	5
Holly Seplocha	Elem. & Early Childhood	8.75
Janis Strasser	Elem. & Early Childhood	10.5
Roger Tesi	Secondary & Middle School	4
Marion Turkish	Elem. & Early Childhood	2
Ronald Verdicchio	Elem. & Early Childhood	2
Hilary Wilder	Elem. & Early Childhood	1
Stanley Wollock	Elem. & Early Childhood	3
Melda Yildiz	Secondary & Middle School	2
	TOTAL	94.69

College of Humanities & Social Sciences

Barbara Andrews	Philosophy	1
Maboud Ansari	Sociology	5
Judy Baker	English	3
Andrew Barnes	English	0.654
Mary Pat Baumgartner	Sociology	2
David Borkowski	English	0.654
Edward Burns	English	0.654
Philip Cioffari	English	4.164
Georgia Daniel	Women's Studies	3
Octavio de la Suaree	Languages & Cultures	9
Mark Ellis	Sociology	9
Michael Elsner	Sociology	2.17
Catarina Feldmann	English	1.654
Charley Flint	Sociology	1
Elaine Gardiner	English	3
Louis Gaydosh	Sociology	1
Bradley Gooch	English	1.824
Linda Hamalian	English	0.654
James Hauser	English	2.994
Phoebe Jackson	English	3.654
Anthony Jarrells	English	1.824
Volker Kirchberg	Sociology	1
Kathleen Korgen	Sociology	7.17
Aubyn Lewis	AAACS	3
Timothy Liu	English	1.824

Overload (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
<u>College of Humanities & Social Sciences</u>		
Howard Lune	Sociology	1
Grisel Maduro	Languages & Cultures	1.17
Clyde Magarelli	Sociology	1
James Mahon	Sociology	1
Peter Mandik	Philosophy	1
Roseanne Martorella	Sociology	1
Lawrence Mbogoni	AAACS	3
Vernon McClean	AAACS	3
Charlotte Nekola	English	2.994
Stephen Newton	English	3.994
Barbara Parker	English	1.824
John Parras	English	0.654
Ronald Parris	AAACS	3
John Peterman	Philosophy	15
Enrique Pumar	Sociology	4
Cynzia Richardson	Languages & Cultures	3
Robert Rosen	English	0.654
Polly Smith	Sociology	1
Peter Stein	Sociology	1
Barbara Suess	English	0.654
Maria Tajes	Languages & Cultures	1.17
Susanna Tardi	Sociology	4
Stephen Thompson	Philosophy	3
Ousseynou Traore	AAACS	1
Gabe Wang	Sociology	1
Christopher Weaver	English	0.654
Rachel Wetzsteon	English	1.824
Bruce Williams	Languages & Cultures	6
	TOTAL	139.486

College of Science & Health

Robert Benno	Biology	0.5
Richard Blonna	Community Health	3
Li-Hsiang Cheo	Computer Science	1
Robert Chesney	Biology	2.5
Judith Coomes	Computer Science	1
Danielle Desroches	Biology	3
Linda Dye	Exercise & Movement Science	1
Ismael Flores-Marti	Exercise & Movement Science	2.5
Eileen Gardner	Biology	3.5
Linda Gazillo-Diaz	Exercise & Movement Science	2
Gary Gerardi	Chemistry & Physics	1
Amy Giovanetti	Exercise & Movement Science	1

Overload (continued)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>NUMBER OF CREDITS</u>
<u>College of Science & Health</u>		
Martin Hahn	Biology	0.5
Sharon Hanks	Biology	3
Joanna Hayden	Community Health	4
Erh-Wen Hu	Computer Science	4
Thomas Jable	Exercise & Movement Science	4
Daphne Joslin	Community Health	0.75
Linda Kaufman	Computer Science	1
Cyril Ku	Computer Science	1
Claire Leonard	Biology	2.5
Jean Levitan	Community Health	3.75
Wooi Lim	Mathematics	3
Stuart Lisbe	Community Health	0.75
Pin-Shou Liu	Environmental Sci. & Geography	2
Carl Mancuso	Mathematics	5
James Manning	Exercise & Movement Science	2.5
Kevin Martus	Chemistry & Physics	1.5
Jaishri Menon	Biology	0.5
Gilbert Ndjatou	Computer Science	1
Monica Nyamwange	Environmental Sci. & Geography	0.5
Emmanuel Onaivi	Biology	1.5
Virginia Overdorf	Exercise & Movement Science	2
Richard Pardi	Environmental Sci. & Geography	2.5
Pradeep Patnaik	Biology	0.5
Sam Pirozzi	Community Health	0.375
Ivan Radev	Computer Science	1
Lance Risley	Biology	3
Gordon Schmidt	Exercise & Movement Science	0.5
Michael Sebetich	Biology	0.5
Gurdial Sharma	Chemistry & Physics	1
Sam Silas	Exercise & Movement Science	1
Kathy Silgailis	Exercise & Movement Science	4.5
David Slaymaker	Biology	1
David Stern	Environmental Sci. & Geography	4
Bogong Su	Computer Science	1
Karen Swanson	Environmental Sci. & Geography	7
Stephen Vail	Biology	1
Miryam Wahrman	Biology	5
Stacy Walker	Exercise & Movement Science	1
Jean Werth	Biology	0.5
Christine Whipple	Exercise & Movement Science	1
	TOTAL	103.125
	GRAND TOTAL	538.021



**SCIENCE ENRICHMENT CENTER MASTER TUTORS FOR CONSIDERATION
BY THE BOARD OF TRUSTEES AT THE OCTOBER 11, 2003 MEETING**

TUTOR NAME & SOCIAL SECURITY #	HOURS PER WEEK	PAY RATE (\$/HR)	TOTAL HOURS	TOTAL DOLLARS
Sean Begen #140-50-5494	9	14	252	3,528.00
Regina Borriello #144-72-9233	9	14	252	3,528.00
Alexandra Cubrovic # N/A	6	12	168	2,016.00
Richard Derkacs #136-48-5145	2	14	28	392.00
Frank Gentile #156-36-6388	6	16	168	2,688.00
Mietra Harandi # N/A	3	12	84	1,008.00
Chris Montes #151-90-6226	6	12	168	1,008.00
Susan Pinches #146-72-0935	6	12	168	2,016.00
Erin O'Brien # N/A	6	12	168	2,016.00
Jorroys Reyes #140-90-0089	15	12	420	5,040.00
Dr. Salimi #142-82-0113	3	16	84	1,344.00
Erin Sambataro #155-78-8847	6	12	168	2,016.00
Dr. Srbljak #154-11-7440	9	16	168	4,032.00
Tina Silvestri #137-76-0998	6	12	168	2,016.00
Daniel Verina #145-76-6118	6	14	168	2,352.00

The William Paterson University

Graduate Assistants for

Consideration by the Board of Trustees

2003-2004 Academic Year

Graduate Assistant Name	Social Security #	GPA	Undergraduate Institution	Academic Program	Appointed Department
1 Addison, Martin	117-72-6173	3.4 grad/ 3.2 ug	Boston University	Communication Disorders	OPRE
2 Becker, Anthony	233-17-7974	3.7 grad/ 3.2 ug	Richard Stockton College	Biology	Biology
3 Bhatt, Neha	140-72-7970	3.4 ug	New York University	Communication Disorders	Sponsored Programs
4 Bouie, Ian	148-94-8716	3.2 ug	Fairleigh Dickinson University	Media Studies	Office of Graduate Studies
5 Bracken, Holly	145-78-9204	3.7 ug	Rutgers University	Communication Disorders	Bilingual/ESL
6 Brehmer-Songer, Sina	147-04-1381	3.7 ug	William Paterson University	MBA	College of Business
7 Brown, Heather	403-27-6771	3.6 grad/ 3.2 ug	Morehead State University	Media Studies	Communications
8 Burton, Keresse*	216-17-7033	3.1 grad/ 3.4 ug	Virginia State University	Music	Music
9 Cabourg, Cheryl	156-70-6550	3.2 ug	Fairfield University	Education Certification	College of Education
10 Calabrese, Elizabeth*	151-70-0889	3.2 grad/ 3.2 ug	Ithaca College	Communication Disorders	College of Science & Health
11 Carr, Jesse	135-84-7101	4.0 grad/ 3.6 ug	William Paterson University	English	English
12 Castaneda, Michelle	139-70-7572	3.0 ug	Seton Hall University	Communication Disorders	Communication Disorders
13 Cayero, Christine*	144-82-0399	3.7 grad/ 3.4 ug	Villanova University	Communication Disorders	Communication Disorders
14 Chandler, Robin	152-50-4359	3.8 ug	William Paterson University	History	History
15 Choi, Woohyuk	025-82-5279	3.8 ug	Berklee College of Music	Music	IRT
16 Correia, Chance*	576-80-9579	3.8 grad/ 3.8 ug	William Paterson University	MBA	College of Business
17 Czvelka, Melissa	142-72-4242	3.5 ug	Richard Stockton College	Education Certification	College of Education
18 Daly, Dennis*	145-64-5373	3.5 grad/ 3.2 ug	William Paterson University	Biology	Biology
19 Dean, James	999-16-4807	3.0 ug	Staffordshire University	Music	Orchestra
20 DeBernardi, Denise	141-58-2403	3.1 ug	New York University	Arts in Teaching	College of Education
21 Decker, Karen	141-62-4616	3.8 ug	Montclair State University	Education	College of Education
22 Dowd, James	145-81-7101	3.4 ug	Rowan University	Media Studies	Communications
23 Dutta, Shoma	999-14-4803	3.9 ug	Osmania University	Biology	Biology
24 Fonseca, Cathy*	150-72-0527	3.8 grad/ 3.1 ug	Rutgers University	Communication Disorders	Communication Disorders
25 Garcia, Maria	156-08-5303	3.9 grad/ 3.6 ug	Jefferson International College	Fine Art	Art
26 Gunson, Laura	139-84-7249	3.4 ug	College of New Jersey	Communication Disorders	Office of Testing

* Reappointed Graduate Assistant

Graduate Assistant Name	Social Security #	GPA	Undergraduate Institution	Academic Program	Appointed Department
27 Halpin, Shawn	045-72-9672	3.7 grad/ 3.4 ug	University of Hartford	Music	Music
28 Hernandez, Thereza	152-74-4477	3.5 ug	Columbia University	Applied Clinical Psychology	Psychology
29 Jabbour, Susan*	414-51-7654	4.0 grad/ 3.5 ug	Rutgers University	English	English
30 Jablonski, Andrea*	146-52-3961	3.9 grad/ 3.2 ug	Parsons School of Design	Fine Art	Art
31 Johnson, Dennis	999-14-1585	3.1 grad/ 3.4 ug	University of the Virgin Islands	MBA	College of Business
32 Levesque, Sylvie	145-08-3226	3.9 ug	Mercy College	Applied Clinical Psychology	English
33 Magarelli, Mauro	151-80-1395	3.6 grad/3.0 ug	William Paterson University	History	History
34 Massar, Christopher	149-68-8445	3.8 grad/ 3.9 ug	Rowan University	Arts in Teaching	Education Certification
35 Maurella, Beth*	149-64-5190	3.9 grad/ 3.5 ug	University of Notre Dame	Communication Disorders	Communication Disorders
36 McCurley, Lori	146-72-2934	3.5 ug	William Paterson University	English	Marketing & Public Relations
37 Montalbano, Michael	156-84-4608	3.5 ug	William Paterson University	History	History
38 O'Rourke, Erin	137-84-6629	3.0 ug	University of Rhode Island	Education Certification	International Student Services
39 Pace, Kristi	136-72-8096	3.6 ug	Seton Hall University	Applied Clinical Psychology	Disability Services
40 Parisi, Carla	136-66-6236	3.1 ug	William Paterson University	Education Certification	College of Education
41 Perrone, Colette*	137-72-8273	4.0 grad/ 3.5 ug	Villanova University	Arts in Teaching	Educational Leadership
42 Ramirez, Candice	146-82-1598	3.9 ug	Ramapo College	History	History
43 Santilli, Thomas	066-70-3520	3.2 ug	Wesleyan University	Public Policy/Inter. Rel.	Public Policy/Inter. Rel.
44 Schmidt, Caroline	144-78-4648	3.1 grad/ 3.1 ug	William Paterson University	Biology	Biology
45 Talib, Maria	149-08-0988	3.6 ug	William Paterson University	MBA	College of Business
46 Taveras, Nalisio	134-64-0494	3.7 ug	University of North Florida	Music	Office of Certification
47 Thomas, Martha	071-90-0905	4.0 ug	St. Francis College	Public Policy/Inter. Rel.	Public Policy/Inter. Rel.
48 Tivet, Daniel	433-43-0676	3.7 ug	Northern Arizona University	Fine Art	Art
49 Williams, Cheray	150-80-4454	3.8 grad/3.5 ug	William Paterson University	Sociology	Sociology
50 Zahr, Reema	141-86-6713	3.9 grad/ 3.8 ug	William Paterson University	Applied Clinical Psychology	Minority Ed.Enrichment Center

* Reappointed Graduate Assistant

The William Paterson University
Project Assistants for
Consideration by the Board of Trustees
2003-2004 Academic Year

	Project Assistant Name	Social Security #	GPA	Undergraduate Institution	Academic Program	Appointed Department
1	Bermudez, Nathalia*	143-86-2186	3.6 grad/ 2.9	William Paterson University	English	Graduate Studies
2	Choi, Stephen	078-54-6399	3.7 grad/ 2.2 ug	William Paterson University	Arts in Teaching	College of Education
3	Hausner, Gayle	124-60-4108	2.6 ug	University of Maryland	Arts in Teaching	College of Education
4	Heredia, Isabel	148-74-9250	4.0 grad/ 2.7 ug	SUNY Colleg at New Paltz	Arts in Teaching	College of Education
5	Peeler, Michael*	147-64-5038	3.4 grad/ 2.9 ug	Thomas Edison State College	MBA	College of Business
6	Pettiford, Felicia	144-84-4324	3.3 grad/ 2.99	William Paterson University	Sociology	Center for Creative Aging
7	Toney, Tahese	105-74-2017	2.9 ug	Clark Atlanta University	Music	Women's Center
8	VanderWende, Diane	144-48-9879	2.7 ug	William Paterson University	Education Certification	College of Education
9	Wuthrick, Layla	137-68-6985	2.9 ug	Drew University	Education Certification	College of Education

* Reappointed Project Assistant

Appendix 16
Minutes of the
October 11, 2003
Board Meeting

10-03-16 – RESOLUTION, EXTERNAL AUDIT - FISCAL YEAR 2003

RESOLVED: That the Board of Trustees of William Paterson University accepts the audit of the University Statement of Net Assets; Statement of Revenues, Expenses and Changes in Net Assets; and Statement of Cash Flows for the period July 1, 2002 through June 30, 2003 as presented by the independent auditor, KPMG

Appendix 17
Minutes of the
October 11, 2003
Board Meeting

10-03-17 -- RESOLUTION, ON APPEAL OF GEOFFREY POPE

WHEREAS: the Board of Trustees of William Paterson University of New Jersey (Board) serves as the head of the agency with regard to the appeal by Geoffrey Pope of his suspension without pay effective September 1, 2003; and

WHEREAS: the Board has determined that this matter is a contested matter for purposes of the Administrative Procedure Act, N.J.S.A. 52:14B-1 et seq.; and

WHEREAS: the Board has determined that this matter should be forwarded to the Office of Administrative Law for hearing and an initial decision by an administrative law judge; therefore be it

RESOLVED: that this matter be forwarded to the Office of Administrative Law for an adjudicatory hearing.