

MINUTES

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

Friday, September 22, 2023

The meeting was called to order at 9:02 a.m. in the 1800 Valley Road Board Room. Trustees were both in attendance and participating via a virtual platform.

BOARD MEMBERS PRESENT: Ms. Cortez (virtual), Mr. Galandak, Mr. Guarasci (virtual), Mr. Lenahan, Mr. Neilley (virtual), Ms. Niro (virtual), Mr. Peralta, Ms. Rodriguez (virtual), Ms. Scipio, Mr. Seeve, Dr. Zastocki (virtual), and President Helldobler.

ABSENT: Mr. Gruel, Mr. Pesce, Ms. McDowell, Mr. Velli

OTHERS PRESENT: Chief Information Officer Dr. Bartle, Vice President Boucher-Jarvis, Vice President Dr. Cammarata, Vice President Ferguson, Vice President Goldstein, Vice President Dr. Kacenga, Vice President/CFO Loewrigkeit, Chief of Staff Mc Laughlin Vignier, Provost Dr. Powers, General Counsel Reardon Henry, Vice President Dr. de Veyga, Ms. Padula, administrators, faculty, 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 the Statute, this notice was posted in advance on the University's web page and distributed to The Herald 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:

9-23-1 - RESOLUTION, TO MOVE INTO EXECUTIVE SESSION

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

Chair Seeve welcomed everyone to the in-person and virtual meeting. He thanked members of the University community who have participated in the governance of the University by attending the Board meeting and reported that the board did not have a request for public comment.

Mr. Seeve then read the University's Land Acknowledgment.

APPROVAL OF MINUTES JUNE 8, 2023, BOARD OF TRUSTEES MEETING:

The minutes of the June 8, 2023, Board Meeting were approved as distributed.

CHAIR'S REPORT:

Chair Seeve began his report by explaining that many agenda items had been reviewed at the Committee meetings held on September 7, 2023. He stated that issues were thoroughly discussed and vetted and provided a brief report on each of the meetings. Mr. Seeve mentioned that at the September meetings The Finance, Audit, and Institutional Development Committee met with Internal Auditor Ms. Ellen Caravella. They then heard reports from several Vice Presidents, including reports from Chief Financial Officer, Kirsten Loewrigkeit, reviewed bid waivers, heard an update from Cabinet members on the implementation of the Workday project, as well as reports

from Enrollment Management and Institutional Advancement. The Educational Policy and Student Development Committee heard a presentation from VP Cammarata and her team on the Navigate software and first-year outcomes. Confidential personnel matters and other topics, were discussed by the Personnel Committee. Chair Seeve noted that at today's board meeting, new Emeriti faculty will be recognized. On behalf of the Board, he welcomed everyone who was back in person. He mentioned how Dr. Helldobler has kept the board apprised of the positive feedback from faculty, staff, and especially students now that they are back on campus for the fall semester. He mentioned that the Board continues to monitor enrollments and the budget as we plan for the University's future.

Mr. Seeve welcomed our new Student Trustee, Jason Peralta. Mr. Seeve stated that Mr. Peralta will be the non-voting Student Representative on the Board of Trustees for the academic year 2023-2024. Jason is majoring in Environmental Sustainability with a minor in Public Health. He is very active on campus as an Honors College Ambassador, as part of the Change Builders Program, which recognizes students who are devoted to community service, and he is a student athlete on the Swim Team. Chair Seeve also mentioned that Jason is an Education Opportunity Fund student and a Garden State Louis Stokes Alliance for Minority Participation Scholar for Environmental Science who aspires to work as an environmental scientist after graduating, focusing on climate change and water quality.

General Counsel Melissa Reardon Henry swore in Student Trustee Peralta and President Helldobler and Vice President Cammarata joined them in the front of the board room. Mr. Seeve congratulated Mr. Peralta and let him know how happy the board is to have a new student trustee at the board table and looks forward to his service.

PRESIDENT'S REPORT:

President Helldobler began his report by thanking Mr. Seeve. He let everyone know that the packet materials include a lengthy report summarizing much of the success of our students, faculty and staff since our last Board meeting and is an impressive listing of accomplishments. Dr. Helldobler mentioned that this past Monday, US News and World Report publicly released the 2024 edition of Best Colleges, and there is good news to report. He stated that the University continues to make gains in rankings categories that are important to the University: In the Best Regional Universities-North category, the University improved to 69 from 75. This result builds on last year's gain, in which the University rose to 75 from 90, the largest increase in recent memory. He also stated that for the second year, the University is listed as a Best Value School, ranked 58 in our region, and an increase from last year's ranking of 67. He mentioned that an institution must be in the top 50 percent of the Best Regional Universities category to be included as a Best Value School. In Social Mobility, the University remained ranked at 21 in our region, the same as last year. In national rankings for undergraduate business programs, the University rose to 353, compared to last year's ranking of 411. In addition, he stated that the University maintained its position in other important ranking categories. For the second year, the University is listed as a Best College for Veterans, ranked 32 in our region, a slight drop from last year's ranking of 29. In the national rankings of undergraduate nursing programs, the University is ranked 319, a drop from last year's ranking of 247, but maintained its position relative to the other nursing programs in the state. He noted that the University is ranked 355 in the first-ever national ranking of undergraduate programs in psychology. He stated that this is great news for us.

Dr. Helldobler also highlighted the great start of the semester with a revitalized Welcome Day for

our new students, which began in Shea in the morning with a Convocation of faculty, staff, and administrators wearing orange “Powered by Pioneers” t-shirts. He mentioned that the t-shirts were worn to welcome the newest Pioneers to William Paterson. He also mentioned that two of our trustees, Audrey McDowell and Kourtney Scipio shared their unique perspectives and messages of welcome with our new students, along with comments from Provost Powers, College of Education Associate Dean Dr. David Fuentes, and himself. Dr. Helldobler stated that he delivered his fall State of the University address later that day which kicked off with our music students singing the 1962 hit song “The Nitty Gritty.” He mentioned how, during his address, he shared with the broader WP community its first look at renderings for the upgrades we will be making to the Field House, planned renovations to the Recreation Center, and the refresh of Morrison Hall, along with technology updates. Additionally, he spoke about our new marketing campaign, which the Board would hear more about later in the meeting, preliminary enrollment and retention data, the implementation of Student Success Teams, Faculty AS Mentor model, and many other exciting news.

Dr. Helldobler introduced Dr. Minerva Guttman, EdD, RN, APN, Founding Associate Dean of our new School of Nursing, to the audience. Dr. Guttman brings considerable experience to this new role. She is a recognized leader in nursing curriculum and program development at both the undergraduate and graduate levels and has also been instrumental in building community, business, and industry connections at the institutions she has served. He stated that the University is now one of the largest producers of nurses in the State of New Jersey. The new School of Nursing, operating within the College of Science and Health under Dean Venkat Sharma, will allow us to better leverage growth to further raise our profile, attract more high-level healthcare partnerships, and better serve our students and alumni, who are so critical to the future of New Jersey healthcare.

Dr. Helldobler stated that some of the lyrics of the Nitty Gritty song are “Do you know that some folks will know about it, some won’t. Some will learn to shout about it, some won’t. But sooner or later, baby, here's a ditty, say, you’re going to have to get right down to the real nitty gritty.” He stated that the lyrics reinforce our new marketing and brand that will appeal to some and not others, which he believes will help us re-capture market share and appeal to the growing demographic in NJ and in the tri-state area, and the implementation of Success Teams and our student success app Navigate.

Dr. Helldobler noted that William Paterson successfully hosted the Passaic County Career Resource Event & Job Fair at 1600 Valley Road on August 24 for the first time since 2019. He said there was tremendous energy as more than 400 WP students, alumni, and other attendees interacted with more than 60 employers, including employers representing NJ Transit, Johnson & Johnson, PSE&G, Old Dominion, and Hackensack Hospital, as part of our ongoing commitment to supporting our students, alumni, and the local community in their career development. He gave special thanks to Erica Cashaw, Associate Director of Professional Certifications and Alternate Credentials, and Johanna Prado, Associate Director, Center for Degree Completion and Adult Learning, both of the School of Continuing and Professional Education, under the leadership of Associate Provost for Academic Initiatives Dr. Kara Rabbitt.

Dr. Helldobler commented that over the summer, William Paterson University celebrated three decades of summer jazz music on campus with the presentation of the 30th Annual Summer Jazz Room, a weeklong series of evening concerts in the Shea Center for the Performing Arts.

He reminded everyone that Homecoming will be on Saturday, October 21st, as the Pioneers take on Montclair State. Tailgating will take place prior to the game. He stated that it's always good to see Trustees out and about on campus.

Dr. Helldobler invited everyone to the Fall Distinguished Lecture Series on October 30th at 7:30 pm that will feature Tony Award Winner and musical theatre icon Chita Rivera who will be interviewed by the President and WP Alum Robert Bannon.

Dr. Helldobler reminded everyone that his full report contains many more highlights and asked everyone to take the time to read it in its entirety. He expressed how excited he is for the year ahead and gave thanks, as always, for all that we do for William Paterson and our students!

NEW MARKETING CAMPAIGN UPDATE

Vice President for Marketing and Public Relations Stuart Goldstein began his presentation by saying how the "Nitty Gritty" song was the perfect segway to the marketing campaign presentation.

Vice President Goldstein reviewed the new "powerhouse of progress" marketing campaign. He stated how we brought on ad agency Ologie a year ago to articulate and diversify the brand. He said that from the start, Ologie worked closely with Marketing and Public Relations, as well as Enrollment Management, which is critical moving forward. Marketing and Public Relations work closely and seamlessly with Enrollment Management/Admissions. VP Goldstein stated that we had a soft launch in the winter of 2023. He mentioned how the full launch of the new campaign is underway, and the audiences are undergraduate, graduate, and adult learners. He talked about how the new campaign is built upon the University's new Brand and Identity Plan with Student Success Teams at the core. VP Goldstein said the University is looking forward to bold messaging to get the momentum going. He spoke about two strategies: converting interest into applications and deposits, and expanding awareness/generating interest. Moving forward, he explained that media plan tactics include under general awareness and prospect list-based targeting that is integrated with Slate CRM; digital display ads/retargeting, paid social media, streaming audio, streaming video/YouTube, search engine marketing, highway billboards and buses and PATH trains and light rail in the near future.

Vice President Goldstein presented slides of campaign billboards that will be on highways, PATH trains, and buses and noted that they are all different ways of using Will Power and that they feature real WP students. They are also working on social media ads, and they are already seeing how this is making an impact on our students. He stated that the advertising agency is doing something distinctive with the video ads. They are more attention-grabbing, not just showing pretty pictures of the campus but using modern music and integrating the brand. He explained that the Marketing and Public Relations department is "integrating the brand marketing with Admissions beyond the ads. For example, they tell our story throughout the admissions funnel, viewbook, collateral materials, web pages, anthem video, event support, scripts for tours, and they will conduct a brand workshop with Enrollment Management. He expressed how this will all be great for the counselors who interact with parents and future students.

Vice President Goldstein explained the KPIs that are tracked to measure effectiveness, including customized tracking of campaign performance, live data demonstrating the performance of the ads, match back reports – tracking actions taken by prospects who were served Ologie's ads via our Slate lists and how they compare to control groups, and measuring awareness impact in

various ways including tracking completed RFI forms. The primary KPI for FY24 is a 4% increase year-over-year in conversion rates for prospects completing applications and making deposits or other enrollment decisions, such as registration for graduate students, after being targeted by Ologie using Slate lists.

Trustee Rodriguez asked about the conversion rate and accompanying information, which would demonstrate how enrollment has changed. VP Goldstein replied that this is constantly monitored with constant reports, and adjustments are made on what is working and what is not. Trustee Rodriguez noted the very urban spin and asked if Ologie could provide geographic feedback. VP Goldstein replied they could look at the list base. Trustee Cortez asked if there are any advertisements going out in Spanish or translated. She was thinking about the Latino community that we service. VP Goldstein stated that there are Spanish ads and radio ads, and a little further downstream, there will be social media ads as well.

EXECUTIVE COMMITTEE REPORT

Chief of Staff Loretta Mc Laughlin Vignier stated that on July 25th, 2023, the executive committee of the board met to act on Resolution 7-23-1E, which can be found in the board packet on page 20. The resolution increases the amount of the Bid Waiver for Alchemy for implementation services related to the Workday project.

PRELIMINARY CENSUS FOR FALL 2023:

Vice President Kacenga provided us with an Enrollment Management update. He presented slides that show the columns with Census I and Census II. He stated that the University headcount is estimated to exceed the Fall '23 goal of 9,990. For the Undergraduate headcount we are at 6,547 and is expected to be over 7,000. Graduate headcount is expected to be a little over 3,000. Our goal was to land close to 7,000, and enrollment is a little short of 6,000. WP Online's headcount goal is 3,242 and is expected to exceed 3,750. Regarding FTFT (First Time Full Time) retention rates, the University is at 73.2%, which is where we are expected to land. Non-returning students are students who are eligible to enroll (1,720). That will shift down to the goal of 1,698. The College Net Social Mobility Index has ranked the University at 21. VP Kacenga explained the Fall '23 Key Enrollment Drivers to date. The negatives were the main campus enrollment, which decreased by 8.9%. FT UG is at -5.1%; Part time Undergraduate (PT UG) is at -38.5%; the first-year retention slightly decreased in the categories of Black, Resident, and Male students. He noted the positives, which were the FTFT class is 8.5% larger than Fall 22 (883), which is the first growth of the FTFT class since before 2018; transfer students increased by 17% (958); WP Online enrollment increased by 37.9% (3,447), and there were increases in 1st-year retention for Honors, EOF (Educational Opportunity Fund), Female, Commuter, White, Asian, and Hispanic students.

VP Kacenga stated that there has been a new enrollment shift for the Fall '23 Census. The indicators include Visa status, attended class, attended orientation, attendance confirmed (survey), residence hall contracts, portal and/or WP Connect activity, special cases (late arrival, late deposits), missing/non-responsive and confirmed. VP Kacenga stated that he is excited about the momentum, and he reviewed the highlights ahead. Fall 2024 inquiries; >11,000, up over 100% point-in-time, open house, Saturday, October 14th – 308 RSVPs, that is up 17.11% point-in-time.

GOVERNMENT AND COMMUNITY AFFAIRS REPORT:

Vice President of Strategic Initiatives and University Relations de Veyga started his report by mentioning the exit of the Governor's chief of staff, George Helmy. He mentioned that in the period between updates, the state budget once again included an allocation of \$7.5M for WPU. He stated that we also received an additional \$4.583M in OBA (Outcomes Based Allocation) monies. VP de Veyga also advised us that the EFA funds were finalized, and we were awarded \$40M in Capital Improvement Funds for a Recreation Center renovation, \$2.266M in Educational Leasing Funds for Wi-Fi upgrades, and \$639,000 in Higher Education Technology Infrastructure funds for Workday.

FINANCE, AUDIT, AND INSTITUTIONAL DEVELOPMENT COMMITTEE REPORT:

Mr. Lenahan reported that The Finance, Audit, and Institutional Development Committee met on Thursday, September 7, 2023. Prior to the meeting, the committee met with the Internal Auditor, Ms. Ellen Caravella. He stated that the committee heard from Vice President of Finance and Administration and Chief Financial Officer Kirsten Loewrigkeit as she presented the All-Funds Revenues and Expenses Report for fiscal year 2023 and fiscal year 2024 estimates. VP Loewrigkeit also presented the Capital Budget request for fiscal year 2025, and reviewed the three-year annual capital projects for 2024, 2025, and 2026. Trustee Lenahan presented several resolutions for the board's approval.

It was moved by Mr. Seeve and seconded by Mr. Galandak to adopt the following resolution:
RESOLUTION 9-23-2 FISCAL YEAR 20-25 CAPITAL BUDGET REQUEST

The resolution was unanimously adopted.

It was moved by Mr. Seeve and seconded by Mr. Galandak to adopt the following resolution:
RESOLUTION 9-23-3, BID WAIVERS (CONSENT AGENDA)

The resolution was unanimously adopted.

Mr. Lenahan also stated that the committee heard reports from CIO Gamin Bartle regarding the Workday project and an Advancement report from Vice President Pamela Ferguson. On behalf of the Committee, he thanked all the Cabinet members for their hard work and their presentations at the meeting last month.

EDUCATION POLICY AND STUDENT DEVELOPMENT COMMITTEE REPORT

Mr. Galandak, filled in for committee chair Will Pesce, who was unable to attend the board meeting. He stated that the committee also met on September 7, 2023, and heard two extensive presentations. Vice President of Enrollment Management Dr. Kacenga detailed the work of his division to bring in this year's new students as well as an overview of plans for international student recruitment. Vice President of Student Development Dr. Cammarata and her team presented the committee with detailed information about the outcomes of using the Navigate software following its first year of use by students, faculty, and staff. Trustee Galandak expressed that both presentations were excellent and provided the committee with realistic assessments of what has been done to recruit and retain students and a positive plan for a diversified enrollment strategy and data-driven best practices for retention. The committee thanked both vice presidents for their work on these presentations. The committee had no resolutions to move forward to the full board.

PERSONNEL AND COMPENSATION COMMITTEE REPORT:

Mr. Neilley welcomed and thanked everyone. He reported that the Personnel and Compensation Committee also met on Thursday, September 7th. He said they opened the meeting to all Board and Cabinet members included in personnel decisions. He said they have a resolution, a Consent Agenda concerning Various Personnel Matters. He said they examined the materials provided by Human Resources and the President's Office regarding personnel decisions made since the last Board of Trustees meeting. These included graduate assistantship appointments, Fall 2023 master tutor budgets, adjunct assignments, overload assignments, professional staff reappointments, temporary appointments, leaves of absence, and various changes in employee status. The Committee agreed to move the resolution forward to the full board for consideration.

It was moved by Mr. Seeve and seconded by Mr. Galandak to adopt the following resolution:
9-23-4 – RESOLUTION, VARIOUS PERSONNEL MATTER (CONSENT AGENDA)

The resolution was unanimously adopted.

Trustee Neilley presented a second resolution to the full board for approval:
9-23-5 – RESOLUTION, GRANTING OF EMERITUS STATUS

It was moved by Mr. Galandak and seconded by Mr. Seeve.

The resolution was unanimously adopted.

Emeritus faculty in attendance were asked to stand and be recognized.

NOMINATIONS AND GOVERNANCE COMMITTEE

Mr. Galandak stated that the Committee met on Thursday, September 7th. Chief of Staff Mc Laughlin Vignier provided the committee with information regarding the election of officers which took place at the meeting. Trustee Galandak announced that the current officers, Michael Seeve, Chair, John Galandak, Vice Chair, and Robert Guarasci, Secretary, have all expressed a desire to continue in their present positions, and the committee submitted these nominations to the full board for approval. The nominations were opened to the floor. There were no nominations from the floor. All trustees received an email containing a link to the election ballot and then voted for each of the Board Officers – Chair, Vice Chair, and Secretary. Once the votes were entered, the results were tabulated and shared. The results were as follows: Chair – Michael Seeve; Vice Chair – John Galandak; Secretary – Bob Guarasci. Trustee Galandak thanked the officers for their continued service.

Mr. Galandak then officially welcomed Jason Peralta to his first full board meeting and thanked Kourtney Scipio for continuing in her role and stepping up as the voting student trustee. He stated that the board recognizes and appreciates having student voices at the table. Mr. Galandak stated that this committee has no motions to move forward to the full board for approval, and therefore, concluded his report.

OTHER BUSINESS:

Mr. Seeve thanked all the committee chairs and thanked the officers willing to continue in their respective roles as officers of this board. The next Board meeting will take place on Friday, November 17th.

There were no other questions, and the meeting was adjourned at 11:45 am.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Robert Guarasci". The signature is written in a cursive style with a distinct loop at the end.

Robert Guarasci, Secretary
William Paterson University
Board of Trustees

RG/mp

APPENDIX 1
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 22, 2023 MEETING

9-23-1 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 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, 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.

APPENDIX 1E
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 22, 2023 MEETING

7-23-1E BID WAIVER, ALCHEMY

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$100,000; and

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and

WHEREAS: The University has determined that it needs to increase the previously approval bid waiver amount to cover additional expenses for the implementation services for the Enterprise Resource Planning system Workday; and

WHEREAS: The purchase of these services is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (24); and

WHEREAS: The Executive Committee, on behalf of the Board of Trustees, approves this expenditure herein; therefore, be it

RESOLVED: That the Executive Committee, on behalf of the Board of Trustees, authorizes the University President or his designee to increase the agreement with Alchemy, by \$390,000 to \$2,770,695, which will be finalized in Fiscal Year 2024.

APPENDIX 2
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 22, 2023 MEETING

9-23-2 RESOLUTION, FISCAL YEAR 2025 CAPITAL BUDGET REQUEST

RESOLVED: That the Board of Trustees of William Paterson University approves transmittal of the Fiscal Year 2025 seven-year Capital Budget Request to the Department of Treasury. The 2025 General Funds request is for \$78,803,000.

9-23-3 RESOLUTION, BID WAIVERS (CONSENT AGENDA)

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding; therefore for non-prevailing wage contracts in excess of \$100,000, and

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding, and

WHEREAS: The Law requires that such waivers shall be approved by the Board of Trustees, and

WHEREAS: At its meeting of September 7, 2023, the Finance, Audit and Institutional Development Committee of the Board of Trustees reviewed proposed waivers as detailed in the list below, and

WHEREAS: The Finance, Audit and Institutional Development Committee reviewed the rationale and projected expenditure amount for each waiver, documentation citing each waiver's basis in the New Jersey State College Contracts Law, explanatory memos from the appropriate University staff members providing specific details about each waiver and discussed responses to questions posed by trustees to staff about specific waivers, and

WHEREAS: The Vice President for Finance and Administration and Chief Financial Officer has certified that there are sufficient budgeted funds available to pay the expenses authorized, and that the process employed in recommending these actions complies with all applicable statutes and regulations, and

WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approve the following waivers, further specific details of which are enumerated in the attached documents, therefore, be it

RESOLVED: That the Board of Trustees of William Paterson University of New Jersey approves the waivers described in the attached documents.

William Paterson University Board Waiver Summary – September 2023

VENDOR	AMOUNT NOT TO EXCEED
Aetna Student Health	\$1,600,000 for Fiscal Year 2024
CBIZ Borden Perlman and The College of New Jersey (TCNJ)	\$321,000 for Fiscal Year 2024 \$480,000 for Fiscal Year 2024
EAB Global, Inc.	\$460,000 for Fiscal Year 2024 \$481,000 for Fiscal Year 2025 \$494,000 for Fiscal Year 2026
Educational Computer Systems, Inc. (ECSI)	\$156,000 for Fiscal Year 2024
LHH & LHH Recruitment Solutions LLC	\$200,000 for Fiscal Year 2024
Ologie LLC	Increase of \$425,000 to \$1,775,000 for Fiscal Year 2024

BID WAIVER, AETNA STUDENT HEALTH

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$100,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: William Paterson University is a member of the New Jersey State Colleges and Universities Risk Management Consortium (The Consortium); and
- WHEREAS: The consortium Risk Manager engaged University Health Plans (“UHP”) to analyze claim data and develop a strategy to negotiate the rates for Academic Year 2023-2024, and to manage costs going forward, including plan design changes; and
- WHEREAS: The awarding of contracts to insurance providers is approved by the members of The Consortium. The participating members of The Consortium elected to renew the existing policy with Aetna Student Health; and
- WHEREAS: The total annual premium, as determined by student participation from prior years and using the Academic Years 2023–2024 premium is estimated at \$1,556,156.
- WHEREAS: The purchase of these policies is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (11) Insurance; and
- WHEREAS: The Vice President of Finance and Administration/CFO has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations; and
- WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein; therefore, be it

RESOLVED: By the Board of Trustees that the University President or his designee be authorized to enter into an agreement with Aetna Student Health of Hartford, CT, for an amount not to exceed \$1,600,000 in Fiscal Year 2024.

BID WAIVER, THE COLLEGE OF NEW JERSEY (TCNJ)

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$100,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: William Paterson University is a member of the New Jersey State Colleges and Universities Risk Management Consortium (Consortium); and
- WHEREAS: The University benefits from increased efficiencies and lower premiums through participation in the Consortium and also assumes a portion of the salary for the Risk Manager on the payroll of The College of New Jersey (TCNJ) who provides administrative services to the Consortium; and
- WHEREAS: The awarding of contracts to insurance providers is approved by the members of the Consortium and members contract separately for certain specific policies and pay those premiums directly to the provider; and
- WHEREAS: The purchase of these policies is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (11) Insurance; and
- WHEREAS: The Vice President of Finance and administration/CFO has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations; and
- WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves these expenditures herein; therefore, be it
- RESOLVED: By the Board of Trustees that the University President or his designee be authorized to reimburse The College of New Jersey, of Ewing, NJ, for insurance policies purchased on the University's behalf for Fiscal Year 2024, in an amount not to exceed \$480,000.

BID WAIVER, EAB GLOBAL, INC.

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$100,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: The University has determined the need to continue services provided by EAB Global, Inc. to support undergraduate and graduate student recruitment; and
- WHEREAS: The purchase of these services is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (15) and (19); and
- WHEREAS: The Vice President for Finance and Administration and Chief Financial Officer has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations; and
- WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein; therefore, be it
- RESOLVED: By the Board of Trustees that the University President or his designee be authorized to enter into an agreement with EAB Global, Inc., of Richmond, Virginia, in an amount not to exceed \$460,000 for Fiscal Year 2024, \$481,000 for Fiscal Year 2025 and \$494,000 for Fiscal Year 2026.

BID WAIVER, EDUCATIONAL COMPUTER SYSTEMS, INC. (ECSI)

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$100,000; and

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and

WHEREAS: The University has determined that it needs to provide additional services to manage student financial obligations to the University; and

WHEREAS: The purchase of these services is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (14); and

WHEREAS: The Vice President for Finance and Administration and Chief Financial Officer has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations; and

WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein; therefore, be it

RESOLVED: By the Board of Trustees that the University President or his designee be authorized to enter into an agreement with Educational Computer Systems, Inc., of Coraopolis, PA, in an amount not to exceed \$156,000 for Fiscal Year 2024.

RESOLUTION, BID WAIVER, LHH &LHH RECRUITMENT SOLUTIONS LLC

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$100,000; and

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and

WHEREAS: The University has determined that it needs temporary staffing to fill vacant positions in Controller's Office; and

WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (15) professional consulting services; and

WHEREAS: The Vice President for Finance and Administration and Chief Financial Officer has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations; and therefore be it

RESOLVED: By the Board of Trustees that the University President or his designee be authorized to increase the agreement with LHH & LHH Recruitment solutions LLC, of Jacksonville, FL, in an amount not to exceed \$200,000 for Fiscal Year 24.

RESOLUTION, BID WAIVER, OLOGIE LLC

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$100,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: The University has determined that it needs to increase the funding for development and implementation of an integrated marketing plan; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (15) professional consulting services; and
- WHEREAS: The Vice President for Finance and Administration and Chief Financial Officer has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations; and therefore be it
- RESOLVED: By the Board of Trustees that the University President or his designee be authorized to increase the agreement with Ologie LLC, of Columbus, Ohio, by \$425,000, to \$1,775,000 for Fiscal Year 24.



MEMORANDUM

To: Personnel and Compensation Committee

From: Ms. Loretta Mc Laughlin Vignier
Chief of Staff to the President and Board of Trustees

RE: Executive Summary – Personnel Actions

Date: September 7, 2023

Included for Committee review are the following personnel actions and a resolution approving the various personnel actions taken by the University.

1. Resolution, Various Personnel Matters (Consent Agenda)

2. Professional Staff Multi-Year Reappointments

Candidates being recommended for multi-year reappointments are as follows:

- July 1, 2023 – June 30, 2026 (three years): **3**
- July 1, 2024 – June 30, 2027 (three years): **17**
- July 1, 2024 – June 30, 2028 (four years): **3**
- July 1, 2024 – June 30, 2029 (five years): **9**

3. Professional Staff Reappointments

Professional staff in the AFT bargaining unit are appointed on a yearly basis until they qualify for multi-year reappointments. One professional staff in their first year of service is recommended for reappointment. They are listed in the corresponding resolution.

4. Non-Tenure Track Teaching (NTTP) Reappointments

Candidates being recommended for non-tenure track teaching reappointments for one-year reappointments for August 15, 2023 – June 15, 2024: **2**

5. Graduate Assistantship Appointments

Academic Affairs has provided a list of continuing and new Graduate Assistantships, along with a list of graduate students whose assistantships have ended, either due to completion of their graduate studies, or for other reasons. The costs vary for these positions and cannot be simply enumerated. Additionally, they provide services to the University and to academic departments.

6. Fall 2023 Master Tutor Budget

The Academic Success Center has provided a list of nine tutors who will provide instructional support to students in the following academic disciplines: Spanish, French, German, Writing, Grammar, Anthropology, Sociology, History, Philosophy, Geography, Mathematics, Music, Reading Comprehension and ESL. The total maximum cost for the tutors is \$ **31,234.00**

7. Fall 2023 Adjunct Assignments Report

8. Fall 2023 Overload Assignments Report

9. Various Personnel Matters

The spreadsheet shows personnel matters at the University that have been affected since the last Board Meeting on June 8, 2023, including appointments, temporary appointments, leaves of absence, promotions, and a separation.

Administrative and Faculty Appointments

Since the Board of Trustees last met, the University has made seventeen administrative hires. They include one Counselor-Coordinator of Clinical Outreach, two Non-Tenure Track Teaching Professionals-Department of Public Health, two Assistant Directors-Financial Aid, one Associate Director, one Director-Sound Engineering Arts, one Associate Dean, One Academic Advisor, one Associate Director-Student Accounts, two Assistant Professors, one Tenure Track Nursing Faculty, one Teaching Postdoctoral Faculty Fellow of Organic Chemistry, two Pre-doctoral Fellows, one Associate Vice President for Budget & Fiscal Planning.

Those positions are listed on the attached list of Personnel Matters.

Total Cost: **\$1,597,877.58**

Temporary Appointments

The University has made eighteen temporary hires for this academic year – Two Instructors, two Paraprofessionals – Child Development, one Development and Annual Giving Coordinator, one Senior Health Promotion Specialist, one Interim Director of Student Diversity and Inclusion, one Health Promotions Specialist, one Student Success Coach, three Project Specialist, one Director of Finance, one part-time ASPIRE Student Success Coach, two Project Coordinators, one Director of Coalition & Prevention Services and one Assistant Professor.

The salaries for these positions is **\$1,051,884.67**

There are four Project Specialists in the Child Development Center with a **\$25.00** hourly rate.

Leaves of Absence

Staff members on leave since the last board meeting: **6**

9-23-4

**RESOLUTION, VARIOUS PERSONNEL MATTERS
(CONSENT AGENDA)**

RESOLVED: That the Board of Trustees approves the various personnel matters as recommended by the President including graduate assistantship appointments, master tutor budget, Fall 2023 adjunct assignments, Fall 2023 overload assignments, professional staff reappointments, non-tenure track teaching (NTTP) reappointments, professional staff multi-year reappointments, appointments, temporary appointments, leaves of absence, promotions, resignations, retirements, separations and various changes in employee status, and directs that the actions be listed in the minutes of this meeting.

APPENDIX 4
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 22, 2023 MEETING

PROFESSIONAL STAFF MULTI-YEAR REAPPOINTMENTS

RESOLVED: That the Board of Trustees approves the multi-year reappointments of professional staff and directs the President of the University to send appropriate notification.

July 1, 2023 – June 30, 2026 (Three Years)

Uzma Ali, Program Coordinator, Psychology Doctoral, (Prof. Svcs. Spec. 4, SC)

Jami Jennings, Administrative Assistant, Nursing, (Prof. Svcs. Spec. 4, SC)

Amina Mostafa, Assistant Director/Counselor, Educational Opportunity Fund, (Asst. Director 2, SC)

July 1, 2024 – June 30, 2027 (Three Years)

Myranda Barreau, Campus Activities, (Asst Director 3, SC)

Krista-Kay Brimm, Academic Learning Specialist, Academic Success Center, (Prof Svcs Spec 4, SC)

Alfred Clarke, TV Studio Manager, Communication, (Prof. Svcs. Spec. 2, SC)

Marshal Coles, Professional Academic Advisor, Advisement Center, (Prof. Svcs. Spec. 2, SC)

Maria Daniels, Senior Marketing Communications Coordinator, Marketing, (Asst Director 1(26), SC)

Eileen Fasanella, Director of Clinical Education, Dean Coll of Science and Health, (Prof Svcs Spec 2, SC)

Edward Gurka, Head Men's and Women's Swim Coach, Athletics, (Prof. Svcs. Spec. 3, SC-10 Mo)*

Christie Jaime, Internship Site Coordinator, Dean Coll of Science and Health, (Prof Svcs Spec 3, SC-10 Mo)*

July 1, 2024 – June 30, 2027 (Three Years) Contd.

Jennifer Kenney, User Services Supervisor, User Services, (Prof Svcs Spec 1(27), SC)

Leslie Kropa, Assistant Director of Residence Life, Residence Life Operating, (Asst Director 2, SC)

Stephanie Kuran, Professional Academic Advisor, Advisement Center, (Prof Svc Spec 1 (27), SC)

O'Mari Lockhart, Professional Academic Advisor, Advisement Center, (Prof. Svcs. Spec. 1, SC)

Jenny Nesenjuk, Assistant Director, Career Development Center, (Prof Svc Spec 1 (27), SC)

Kristen Pena, Counselor, Counseling, Health & Wellness, (Prof Svcs Spec 1(27), SC)

Sina Songer Brehmer, Project Manager, Enrollment Management and Technology, VP Enrollment Management, (Prof. Svcs. Spec. 3, SC)

Caitlin Tuzzio, Assistant Director, Financial Aid, Financial Aid, (Assistant Dir. 4, SC)

Shaun Williams, Head Football Coach, Athletics, (Prof. Svcs. Spec. 2, SC)

July 1, 2024 – June 30, 2028 (Four Years)

Keyana Darby-Nipper, Assistant Director New Student Programs and Peers, WP Online Student Success Services, (Prof Svcs Spec 2, SC)

Thomas Nemeth, AV & Media Support Specialist, Instruction & Research Technology, (Prof Svcs Spec 2, SC)

Rebecca Schaffer, System Administrator, User Services, (Prof Svc Spec 2, SC)

July 1, 2024 – June 30, 2029 (Five Years)

Dondi Boyd, Assistant Athletic Trainer, Athletics, (Prof Svcs Spec 3, SC-10 Mo)*

Brian Chapman, Head Men's Basketball Coach, Athletics, (Prof Svc Spec 1, SC-10 Mo)*

Christine Diehl, Director, Marketing Communications, Publications, (Assistant Dir 1, SC)

Yuri Marder, Director, Web and Social Media Marketing, Marketing, (Prof Svcs Spec 1(29), SC)

Robert Meyer, Video Engineer, Instruction & Research Technology, (Prof Svcs Spec 1, SC)

July 1, 2024 – June 30, 2029 (Five Years) Contd.

Erin Monahan, Head Women's Basketball Coach, Athletics, (Prof Svcs Spec 1, SC-10 Mo)*

Susan Sgro, Laboratory Technician, Biology, (Prof Svcs Spec 1, SC)

Brad Trotte, AD Exchange Support Specialist, Enterprise Network & System Svcs, (Prof Svcs Spec 1(27), SC)

Keith Woods, Head Women's Soccer Coach, Athletics, (Prof Svcs Spec 3, SC-10 Mo)*

* For a period of time not to exceed ten months per year

PROFESSIONAL STAFF REAPPOINTMENTS

RESOLVED: That the Board of Trustees approves the reappointments of professional staff for the period July 1, 2023 – June 30, 2024 and directs the President of the University to send appropriate notification.

For One-Year Reappointments July 1, 2023 – June 30, 2024

George Kavak, Registrar Support Specialist, Office of the Registrar, (Prof Svcs Spec 4, SC)

NON-TENURE-TRACK TEACHING (NTP) REAPPOINTMENTS

RESOLVED: That the Board of Trustees approves the reappointments of faculty members for the academic year 2023-2024 and directs the President of the University to send appropriate notification.

For One-Year 10 Month Reappointments August 15, 2023 – June 15, 2024*

Anaise Bailly, Sociology and Criminal Justice

Jessica Lake, Sociology and Criminal Justice

* Correction of contract period

FALL 2023 GA APPOINTMENTS

20-Hour APPOINTMENTS

<u>Name</u>	<u>Program Of Study</u>	<u>Assignment</u>
Alexis, Nadlie	Clinical & Counseling Psychology MA	Registrar Office
Corbo, Claudia	Clinical & Counseling Psychology MA	Nursing Department
Holzli, Aerin	Clinical & Counseling Psychology MA	Student Enrollment Services
Juarez, Gabriella	Clinical & Counseling Psychology MA	Center for Diversity and Inclusion
Miller, Samuel	Clinical & Counseling Psychology MA	Center for Degree Completion & Adult Learning
Ospina, Brayan	Clinical & Counseling Psychology MA	Office of Sponsored Programs
Rojas, Koribel	Clinical & Counseling Psychology MA	EOF Office
Saad, Sarah	Clinical & Counseling Psychology MA	Special Events
Yurt, Sidal	Clinical & Counseling Psychology MA	Marketing & Public Relations
Boyd, Nicole	Exercise Physiology MS	Kinesiology Department
Pocino, Giuliana	Exercise Physiology MS	Kinesiology Department
Brownlow, Isla	Jazz Studies & Performance MM	Music Admissions
Case, Gabriel	Jazz Arranging MM	Music Department
De La Fuente, Alonso	Jazz Arranging MM	Office of International Students
Friedman, Logan	Jazz Arranging MM	Music Department
Howe, Michael	Jazz Arranging MM	Music Department
Liparini, Daniel	Jazz Studies & Performance MM	Office of Testing
McBride, Chelsea	Jazz Arranging MM	Professional Development & School Community Partnerships
Pambiachi, Avery	Jazz Studies & Performance MM	Music Department
Powers, Ethan	Jazz Studies & Performance MM	IRT
Serra, Zachary	Jazz Arranging MM	Academic Foundations Office
Adiku, Joycelyn	MBA	Center for Entrepreneurship
Haddad, Lia	MBA	EOF
Halak, Hussain	MBA	Marketing & Mgmt.
Md, Nilim	MBA	Accounting
Mahmuda, Samia	MBA	Marketing & Mgmt.
Pierre, Debbie	MFA Creative & Professional Writing	English Department
Walker, Kevin	MFA Creative & Professional Writing	Institutional Advancement
Wikner, Alicia	MFA Creative & Professional Writing	English Department
Davenport, Andrew	MFA Fine Arts	University Galleries
Sanchez, Christina	MFA Fine Arts	Art - Media Coordination, Public Relations
Salazar, Marcos	MFA Fine Arts	Art Department
Shopnil, Shaad	MFA Fine Arts	Art Department
Fernando, Christal	Professional Communication MA	Communication Department
Majumder, Susmita	Professional Communication MA	Communication Department
Brennan, Drew	Professional Counseling MEd	Office of Institutional Effectiveness

Larena, Ally	Professional Counseling MEd	Student Conduct
Medina, Zilia	Professional Counseling MEd	Student Enrollment
Pettway, Amanee	Professional Counseling MEd	WP Online
Ramos, Onely	Professional Counseling MEd	Counseling Department
Spagnola, Sarah	Professional Counseling MEd	Special Ed & Counseling Department
Spino, Michael	Professional Counseling MEd	College of Education
Vaughan, Sean	Professional Counseling MEd	Center for Teaching Excellence
Anash, Nicole	PsyD	Languages & Cultures Bilingual/ESL program
Appel, Eliana	PsyD	Accessibility Resources Center
Gold, Bailey	PsyD	Public Health
Nicoletta, Victoria	PsyD	Psychology Department
Pitt, Taylor	PsyD	Psychology Department
Sanchez, Abigail	PsyD	Psychology - RA
Vasavan, Aditya	PsyD	Psychology Department
Castillo, Mary Leanne	Speech Language Pathology MS	SLP Department
Cruz, Danielle-Gail	Speech Language Pathology MS	Communication Disorders Department
Joachim, Nicole	Speech Language Pathology MS	Honors College
Lawrence, Leslie	Speech Language Pathology MS	IRT
Maksoud, Emily	Speech Language Pathology MS	Accessibility Resource Center
Malone, Caroline	Speech Language Pathology MS	Continuing Professional Education
Marcouiller, Georgia	Speech Language Pathology MS	Graduate Admissions
Mele, Hanna	Speech Language Pathology MS	Communication Disorders Department
Vega, Nicole	Speech Language Pathology MS	Communication Disorders Department
Vanderlaan, Brooke	Speech Language Pathology MS	Field Experience & Partnerships
Haller, Sara	Sport Administration MS	Athletics
Hirst, Hannah	Sport Administration MS	Sports Information Office
Moffitt, Lorraine	Sport Administration MS	Athletics

10-hour APPOINTMENTS

La Capra, Michelle	Biotechnology MS	Biology Department
Langellier, Yana	Biotechnology MS	Biology Department
Itzep, Anahi	Biotechnology MS	Academic Success Center
Cheron, Sydney	Clinical & Counseling Psychology MA	Psychology Department
Sahsuaroglu, Esra	Clinical & Counseling Psychology MA	Psychology Department
Labiento, Gianna	Materials Chemistry MS	Chemistry Department
Lakatos, Alyssa	Materials Chemistry MS	Science Enrichment Center
Lakhal, Asmaa	Materials Chemistry MS	Chemistry Department
Yom, Clairissa	Materials Chemistry MS	Chemistry Department
Yray, Gimelyn	Materials Chemistry MS	Chemistry Department
Agbugui, Amanosi	PsyD	Psychology Department
Allen, Meadow	PsyD	Psychology Department
Blakeslee, Austin	PsyD	Psychology Department
Dhawlikar, Rina	PsyD	Psychology Department

Gilleran, Kaitlyn	PsyD	Psychology Department
Gorman, Jane	PsyD	Psychology Department
Lee, Jarett	PsyD	Psychology Department
Leslie, Kathryn	PsyD	Psychology Department
Malone, Kayla	PsyD	Psychology - RA
Pitt, Taylor	PsyD	Psychology Department
Sanchez, Abigail	PsyD	Psychology - RA
Vasavan, Aditya	PsyD	Psychology Department
Vogel, Benjamin	PsyD	Psychology Department
Wrobleski, Joseph	PsyD	Psychology Department



**Academic Success Center
Fall 2023 Master Tutor Budget**

Name Date of Hire - Degree	Area of Tutoring	Weekly Hours	Maximum Number of Hours	Hour Rate	Maximum Salary	Budget Line
Victor Constantini 855702156	Spanish, Writing & Grammar	10	140	\$ 16.00	\$ 2,240.00	Academic Success Center
Philippe Eberhard 1/18 - Ph.D 855101139	French, German, Writing	8	112	\$ 18.00	\$ 2,016.00	Academic Success Center
Alec Ayers 09/19 - Ph.D. 855202943	Anthropology, Sociology, History, Philosophy, Geography	16.5	231	\$ 18.00	\$ 4,158.00	Academic Success Center
Phillip Patalano 9/15- Ph.D. 855703859	Mathematics - All Levels	28	392	\$ 18.00	\$ 7,056.00	Academic Success Center
Grace Moreyra 9/19 -B.A. 855737356	Spanish	4	56	\$ 16.00	\$ 896.00	Academic Success Center
Dan Neville 9/21 855819940	Spanish & Music	15	210	\$ 18.00	\$ 3,780.00	Academic Success Center
Lorraine Coco 9/09 - B.A. 855101686	Reading Comprehension, ESL, Grammar	8	112	\$ 18.00	\$ 2,016.00	Academic Success Center

Name Date of Hire Degree	Area of Tutoring	Weekly Hours	Maximum Number of Hours	Hour Rate	Maximum Salary	Budget Line
Robert Ruiz 855020077	Spanish- All Levels	12	168	\$ 18.00	\$ 3,024.00	Academic Success Center
Marcia Hinds 9/17-B.S. 855760965	Mathematics - All Levels	24	336	\$ 18.00	\$ 6,048.00	Academic Success Center

TOTAL \$ 31,234.00

Submitted by:

Krista Brimm
 Krista Brimm, Academic Learning Specialist, Academic Success Center

Approved by:

Linda Refsland
 Linda Refsland, Executive Director of Academic Development Programs

ADJUNCT BOARD REPORT
ADJUNCT ASSIGNMENTS FOR THE FALL 2023 SEMESTER
Date prepared: 09/01/2023 09:45 AM

COLLEGE OF ARTS HUMANITIES & SOCIAL SCIENCE

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Mukbil	Aktan	Art	8	0	8
Stephanie	Beck	Art	8	0	8
Miriam	Bisceglia	Art	4	0	4
Timothy	Blunk	Art	7	0	7
Frida	De Myr	Art	8	0	8
Ivan	Eguigure	Art	6	0	6
Rachel	Frank	Art	4	0	4
Andrea	Geller Jablonski	Art	4	2	6
Joumana	Jaber	Art	4	0	4
Carl	Jablonski	Art	4	0	4
AnnaLouise	Kruger	Art	8	0	8
Morgan	Lawson	Art	4	0	4
Negar	Rokhgar	Art	3	0	3
Carol	Schuler	Art	6	0	6
James	Sherman	Art	4	0	4
Anna Carina	Sinocchi	Art	3	0	3
Papa	Tall	Art	2	0	2
		Art Department Total	87	2	89
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Asian Studies Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
David	Arentsen	Communication	3	0	3
Denise	Bellog	Communication	6	1	7
Catherine	Bertani	Communication	6	0	6
Kimberly	Casamento	Communication	3	0	3
Kuros	Charney	Communication	6	0	6
Rebecca	Costantini	Communication	3	0	3
Judy	Del Giudice	Communication	3	0	3
Staci	Dinerstein	Communication	6	0	6
Raymond	Edel	Communication	6	0	6
Shiqira	Freeman	Communication	3	0	3
Denis	Gorman	Communication	3	0	3
Phillip	Izzo	Communication	3	0	3
Nancy	Kutzer	Communication	7	0	7
Kathryn	Lancioni	Communication	3	0	3
Randi	London	Communication	6	0	6
David	Maltese	Communication	6	0	6
Adele	Merlino	Communication	3	0	3
Angelo	Panetta	Communication	3	0	3
Diana	Peck	Communication	3	0	3

Kurt	Siegelin	Communication	3	0	3
Phillip	Sprayberry	Communication	6	0	6
Christopher	Sweerus	Communication	3	0	3
		Communication Department Total	94	1	95
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Glenn	Alcalay	Community & Social Justice Std	3	0	3
Alice	Baldwin-Jones	Community & Social Justice Std	6	0	6
Atola	Budd	Community & Social Justice Std	6	0	6
Judith	Dolce	Community & Social Justice Std	4.5	0	4.5
Lawrence	Gill	Community & Social Justice Std	6	0	6
Melinda	Gonzalez	Community & Social Justice Std	3	0	3
Karie	Gubbins	Community & Social Justice Std	6	0	6
Jennifer	Hastings	Community & Social Justice Std	7	0	7
Stephanie	Hernandez	Community & Social Justice Std	3	0	3
Ashanti	Jones	Community & Social Justice Std	6	0	6
Yvonne	Nambe	Community & Social Justice Std	3	0	3
Donnalynn	Scillieri	Community & Social Justice Std	3	0	3
Papa	Tall	Community & Social Justice Std	1	0	1
Joann	Webb	Community & Social Justice Std	3	0	3
		Community & Social Justice Std Department Total	60.5	0	60.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
George	Abaunza	History,Phil,& Liberal Studies	3	0	3
Keith	Burkum	History,Phil,& Liberal Studies	6	0	6
Jessica	Cameron-Bush	History,Phil,& Liberal Studies	3	0	3
Alexander	Clemente	History,Phil,& Liberal Studies	6	0	6
Nick	Dianuzzo	History,Phil,& Liberal Studies	6	0	6
Judith	Dolce	History,Phil,& Liberal Studies	1.5	0	1.5
Edward	Duarte	History,Phil,& Liberal Studies	3	0	3
Milton	Eng	History,Phil,& Liberal Studies	3	0	3
Anatoly	Nichvoloda	History,Phil,& Liberal Studies	3	0	3
Stephen	Pellegrini	History,Phil,& Liberal Studies	6	0	6
Josue	Perez	History,Phil,& Liberal Studies	3	0	3
Louis	Picone	History,Phil,& Liberal Studies	3	2	5
Shereen	Ramadan	History,Phil,& Liberal Studies	6	0	6
Kelly	Ruffel	History,Phil,& Liberal Studies	3	2	5
		History,Phil,& Liberal Studies Department Total	55.5	4	59.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Humanities Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Humanities and Social Science Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Morgan	Bonanno	Lang,Lit,Culture, & Writing	6	0	6
David	Burokas	Lang,Lit,Culture, & Writing	3	0	3
Ileana	Cabana	Lang,Lit,Culture, & Writing	3	0	3
Carlos	Carbajal	Lang,Lit,Culture, & Writing	3	0	3
Euna	Cho	Lang,Lit,Culture, & Writing	6	0	6
Nicholas	Costantino	Lang,Lit,Culture, & Writing	3	0	3

Nazareth	Darakjian	Lang,Lit,Culture, & Writing	6	0	6
Alphonse	Dattolo	Lang,Lit,Culture, & Writing	3	0	3
Domenica	Del Prete	Lang,Lit,Culture, & Writing	3	0	3
Valerie	Gonzalez	Lang,Lit,Culture, & Writing	3	0	3
Cristina	Guarneri	Lang,Lit,Culture, & Writing	3	0	3
Eman	Hussein	Lang,Lit,Culture, & Writing	3	0	3
Elia	Kazan	Lang,Lit,Culture, & Writing	6	0	6
Tina	Kern	Lang,Lit,Culture, & Writing	3	0	3
Mariko	Nakane	Lang,Lit,Culture, & Writing	3	0	3
Mariko	Narasaki	Lang,Lit,Culture, & Writing	3	0	3
John	Orozco	Lang,Lit,Culture, & Writing	3	0	3
Tracey	Pletz	Lang,Lit,Culture, & Writing	6	0	6
Kristi	Polidore	Lang,Lit,Culture, & Writing	6	0	6
Raul	Ramos	Lang,Lit,Culture, & Writing	3	0	3
Corine	Reich	Lang,Lit,Culture, & Writing	3	0	3
Alicyn	Sabol	Lang,Lit,Culture, & Writing	3	0	3
John	Salimbene	Lang,Lit,Culture, & Writing	3	0	3
Letizia	Sutera	Lang,Lit,Culture, & Writing	3	0	3
Catherine	Viscomi	Lang,Lit,Culture, & Writing	3	0	3
Kathleen	Weyant	Lang,Lit,Culture, & Writing	3	0	3
Doris	White	Lang,Lit,Culture, & Writing	3	0	3
Scott	Wordsman	Lang,Lit,Culture, & Writing	3	0	3
Kisong	Yim	Lang,Lit,Culture, & Writing	3	0	3
		Lang,Lit,Culture, & Writing Department Total	105	0	105
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Karrin	Allyson - Schoonover	Music	4.68	0	4.68
Kevin	Antreassian	Music	6	0	6
M'Bemba	Bangoura	Music	1	0	1
Bruce	Barth	Music	4.01	0	4.01
Gregg	Bendian	Music	3	0	3
Colleen	Bernstein	Music	5.35	0	5.35
Johnathan	Blake	Music	5.35	0	5.35
Andre	Bregegere	Music	4	0	4
Cecil	Bridgewater	Music	3.34	0	3.34
Lois	Buesser	Music	3	0	3
Kevin	Carrillo	Music	3	0	3
Darian	Clonts	Music	2	0	2
Kristin	Dabaghian	Music	2	0	2
Sandra	Dackow	Music	6	0	6
Vincent	Ector	Music	3	0	3
Frank	Fagnano	Music	3	0	3
John	Ferrari	Music	5.35	0	5.35
Robert	Fusari	Music	3	0	3
Malavika	Godbole	Music	4.35	0	4.35
Bill	Goodwin	Music	5.35	0	5.35
Karl	Guthrie	Music	3	0	3
Skyler	Hagner	Music	0	6	6

Vincent	Herring	Music	4.68	0	4.68
Samuel	Kalcheim	Music	5	0	5
Ahran	Kim	Music	4	0	4
Nadya	Kourani	Music	6	0	6
Steven	La Spina	Music	7.35	0	7.35
Michael	LeDonne	Music	4.68	0	4.68
John	Maiello	Music	6	0	6
Russell	Malone	Music	6.02	0	6.02
Marcus	Mc Laurine	Music	5.35	0	5.35
Hector	Morales	Music	1.5	0	1.5
John	Mosca	Music	3.34	0	3.34
Stephan	Myerson	Music	6.67	0	6.67
Edward	Neumeister	Music	5.35	0	5.35
James	Noyes	Music	2	0	2
Angelo	Panetta	Music	3	0	3
Caroline	Parody	Music	4	0	4
Tonia	Passwater	Music	6	0	6
Thomas	Paster	Music	2	0	2
Jeremy	Pelt	Music	6.02	0	6.02
Richard	Perry	Music	6.02	0	6.02
Tami	Petty	Music	0.9	0	0.9
Lisa	Pike	Music	3	0	3
Dante	Portella	Music	2	0	2
Ira	Roberts	Music	4	0	4
Dayna	Stephens	Music	5.34	0	5.34
James	VanDyke	Music	6	0	6
Justin	Weiss	Music	5	0	5

Music Department Total 201 6 207

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
John	Orth	Politics, Legal Std & Urban Sc	3	0	3
Jesenia	Ponce	Politics, Legal Std & Urban Sc	3	0	3
Politics, Legal Std & Urban Sc Department Total			6	0	6

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Vivian	Altamura	Psychology	6	0	6
Blerta	Bena	Psychology	3	0	3
Jeffrey	Bogdan	Psychology	3	0	3
Dianna	Boschulte	Psychology	3	0	3
Ashley	Bujalski	Psychology	3	0	3
Stephen	Byrne	Psychology	3	0	3
Alicia	Camlibel Carey	Psychology	6	0	6
Lori	Catania	Psychology	3	0	3
Tania	Chowdhury	Psychology	3	0	3
David	Chun	Psychology	6	0	6
Meredith	DeDilectis	Psychology	3	0	3
Nafin	Elias	Psychology	6	0	6
Jessica	Elliott	Psychology	3	0	3
Melissa	Gizzi	Psychology	6	0	6

Gabrielle	Grenier	Psychology	2	0	2
Nicole	Guevara	Psychology	3	0	3
Brittany	Juncosa	Psychology	3	0	3
Virginia	Kraus	Psychology	6	0	6
Kristal	Langford	Psychology	6	0	6
Christopher	Langford	Psychology	6	0	6
Frank	Luo	Psychology	2	0	2
Steven	Mermini	Psychology	3	0	3
Cory	Mieses	Psychology	3	0	3
Karen	Nadel	Psychology	3	0	3
Melissa	Pace	Psychology	3	0	3
Emily	Ryzuk	Psychology	6	0	6
Azara	Santiago	Psychology	3	0	3
Ray	Sawyer	Psychology	4	0	4
Megan	Sedita	Psychology	2	0	2
Avianne	Smith-Cordice	Psychology	3	0	3
Diane	Sorrentino	Psychology	7	0	7
Cheung	Tsang	Psychology	3	0	3
Anna	Urbaniak	Psychology	6	0	6
Zachary	Wanamaker	Psychology	7	0	7
Gwendolyn	Wood	Psychology	6	1	7
Amanda	Zavattieri	Psychology	6	0	6
		Psychology Department Total	150	1	151
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Sara	Abdelhadi	Sociology	3	0	3
Staci	Block	Sociology	3	0	3
Bulent	Can	Sociology	3	0	3
Claudia	Damari	Sociology	6	0	6
Michael	Demarco	Sociology	3	0	3
Katarzyna	Gershman	Sociology	6	0	6
Kevin	Keogan	Sociology	6	0	6
Mawia	Khogali	Sociology	3	0	3
Heather	Kindell	Sociology	6	0	6
Jennifer	McAdam	Sociology	6	0	6
Mary	McDonnell	Sociology	3	0	3
Noel	Mouldovan	Sociology	6	0	6
Sarah	Murray	Sociology	6	0	6
Nusret	Sahin	Sociology	3	0	3
Ray	Sawyer	Sociology	3	0	3
Donnalynn	Scillieri	Sociology	3	0	3
Marie	Springer	Sociology	6	0	6
Danielle	Stovall	Sociology	3	0	3
John	Vespucci	Sociology	6	0	6
Janet	Yager	Sociology	6	0	6
		Sociology Department Total	90	0	90
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Women's Studies Department Total	0	0	0

COLLEGE OF BUSINESS

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Robert	Cooney	Accounting & Law	6	0	6
Frank	Dipre	Accounting & Law	6	0	6
Richard	Lahijani	Accounting & Law	3	0	3
Joan	Miller	Accounting & Law	6	0	6
Ikechukwu	Ndu	Accounting & Law	6	0	6
Carmen	Presinal	Accounting & Law	3	0	3
Gary	Steele	Accounting & Law	3	0	3
Seth	Wantuch	Accounting & Law	6	0	6

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Accounting & Law Department Total			39	0	39
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Gokul	Bahadur	Econ, Fin & Global Business	6	0	6
Marina	Bakreska	Econ, Fin & Global Business	6	0	6
Raed	Dandan	Econ, Fin & Global Business	6	0	6
Domenico	DiMaio	Econ, Fin & Global Business	6	0	6
Teya	Dupuis	Econ, Fin & Global Business	7.5	0	7.5
Paul	Kutasovic	Econ, Fin & Global Business	3	0	3
Vandana	Satija	Econ, Fin & Global Business	3	0	3
Yan	Song	Econ, Fin & Global Business	6	0	6
Babita	Srivastava	Econ, Fin & Global Business	6	0	6
Econ, Fin & Global Business Department Total			49.5	0	49.5

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Shnawear	Awad	Mgt Mktg & Prof Sales	6	0	6
Janet	Brey	Mgt Mktg & Prof Sales	6	0	6
Donna	Chlopak	Mgt Mktg & Prof Sales	3	0	3
Walter	Crawley	Mgt Mktg & Prof Sales	3	0	3
Joy	DeLosReyes	Mgt Mktg & Prof Sales	6	0	6
Cassandra	Fenyk	Mgt Mktg & Prof Sales	3	0	3
Mohamed	Gebriel	Mgt Mktg & Prof Sales	4.5	0	4.5
Eugene	Hallenbeck	Mgt Mktg & Prof Sales	6	0	6
Delina	Hida	Mgt Mktg & Prof Sales	3	0	3
Gerald	Libby	Mgt Mktg & Prof Sales	3	0	3
Jet	Mboga	Mgt Mktg & Prof Sales	3	0	3
Ian	Michaelchuck	Mgt Mktg & Prof Sales	9	0	9
Larry	Monaghan	Mgt Mktg & Prof Sales	3	0	3
Patricia	Moran	Mgt Mktg & Prof Sales	3	0	3
Gautam	Nivarthi	Mgt Mktg & Prof Sales	6	0	6
Rogel	Nuguid	Mgt Mktg & Prof Sales	4.5	0	4.5
Jennifer	Plotts	Mgt Mktg & Prof Sales	4.5	0	4.5
Vincent	Vicari	Mgt Mktg & Prof Sales	3	0	3
Mgt Mktg & Prof Sales Department Total			79.5	0	79.5

College of Business Teaching Credits : 168.00 Non-Teaching Credits : 0.00 Total: 168.00

COLLEGE OF EDUCATION

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
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Jolene	Battitori	Ed Leadership And Prof Studies	3	0	3
Angela	Coxen	Ed Leadership And Prof Studies	2.5	0	2.5
Tamika	DePass Pipkin	Ed Leadership And Prof Studies	3	0	3
Nicole	Fancera	Ed Leadership And Prof Studies	2	0	2
Armand	Lamberti	Ed Leadership And Prof Studies	3	0	3
Salika	Lawrence	Ed Leadership And Prof Studies	3	0	3
Joseph	Massimino	Ed Leadership And Prof Studies	6	0	6
Wayne	Rush	Ed Leadership And Prof Studies	3	0	3
Tamika	Stephens	Ed Leadership And Prof Studies	3	0	3
Ed Leadership And Prof Studies Department Total			28.5	0	28.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Education Department Total			0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Lindsay	Aslan	Spec Ed Prof Counsl & Dis Stud	3	0	3
Leah	Dodd	Spec Ed Prof Counsl & Dis Stud	6	0	6
Kimberly	Ferrier	Spec Ed Prof Counsl & Dis Stud	6	0	6
Jessica	Hammond	Spec Ed Prof Counsl & Dis Stud	3	0	3
James	Irwin	Spec Ed Prof Counsl & Dis Stud	3	0	3
Daniela	Kelley	Spec Ed Prof Counsl & Dis Stud	6	0	6
Racheal	Kuperus	Spec Ed Prof Counsl & Dis Stud	3	0	3
Christy	Mulligan	Spec Ed Prof Counsl & Dis Stud	3	0	3
Damian	Petino	Spec Ed Prof Counsl & Dis Stud	3	0	3
Brian	Propfe	Spec Ed Prof Counsl & Dis Stud	3	0	3
Millicent	Roskie	Spec Ed Prof Counsl & Dis Stud	3	0	3
Joan	Seery	Spec Ed Prof Counsl & Dis Stud	3	0	3
Cynthia	Simon	Spec Ed Prof Counsl & Dis Stud	3	0	3
Spec Ed Prof Counsl & Dis Stud Department Total			48	0	48
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Betsy	Golden	Teacher Education: PreK-1	3	0	3
Amy	Hnasko	Teacher Education: PreK-1	3	0	3
Raquel	Lima	Teacher Education: PreK-1	3	0	3
Anissa	Martin Conyers	Teacher Education: PreK-1	1	0	1
Angela	McDermott	Teacher Education: PreK-1	0.5	0	0.5
Naga	Philkhana	Teacher Education: PreK-1	0.5	0	0.5
Kathleen	Pina	Teacher Education: PreK-1	3	0	3
Lauren	Vasile	Teacher Education: PreK-1	3	0	3
Ronald	Verdicchio	Teacher Education: PreK-1	9	0.5	9.5
Nicole	Walsh	Teacher Education: PreK-1	6	0	6
Renee	Whelan	Teacher Education: PreK-1	2	0	2
Teacher Education: PreK-1 Department Total			34	0.5	34.5
College of Education Teaching Credits : 110.50			Non-Teaching Credits : 0.50		Total: 111.00

COLLEGE OF HONORS

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Honors Department Total			0	0	0
College of Honors Teaching Credits : 0.00			Non-Teaching Credits : 0.00		Total: 0.00

COLLEGE OF SCIENCE & HEALTH

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Ammar	Ali	Biology	6	0	6
Roy	Cobb	Biology	2	0	2
Dennis	Daly	Biology	5	0	5
Diane	DeVito	Biology	6	0	6
Manisha	Dixit	Biology	7	0	7
Richard	Finizio	Biology	6	0	6
David	Fleischmann	Biology	4	0	4
Dante	Gilberti	Biology	4	0	4
Corinna	Gilley	Biology	5	0	5
Berhanu	Kibret	Biology	4	0	4
Michele	La Capra	Biology	6	0	6
Marilou	Limguangco	Biology	6	0	6
Justin	Linteris	Biology	8	0	8
Peter	Mauser	Biology	5	0	5
Jose	Mediavilla	Biology	3.5	0	3.5
Louis	Sayad	Biology	2.5	0	2.5
Kathleen	Sayad	Biology	5	0	5
		Biology Department Total	85	0	85
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Mouhanad	Bittar	Chemistry	5	0	5
Roman	Brukh	Chemistry	3	0	3
Marie	Cote	Chemistry	3	0	3
Sanaa	Gokeh	Chemistry	6	0	6
Miriam	Gulotta	Chemistry	7	0	7
Qiaxian	Johnson	Chemistry	4	0	4
Neeta	Juvekar	Chemistry	2	0	2
Asmaa	Lakhhal	Chemistry	2	0	2
Sonia	Mathew	Chemistry	8	0	8
Pablo	Ramos	Chemistry	2	0	2
Michael	Ritchie	Chemistry	7	0	7
Nestor	Rodriguez	Chemistry	5	0	5
Lynn	Scully	Chemistry	3	0	3
SungBin	Shin	Chemistry	3	0	3
Clairissa	Yom	Chemistry	4	0	4
		Chemistry Department Total	64	0	64
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Communication Disorders Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Community Health Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Raed	Awawdeh	Computer Science	6	0	6
		Computer Science Department Total	6	0	6
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Carolyn	Cairns	Environmental Science	7	0	7
Elana	Klein	Environmental Science	3.5	0	3.5
		Environmental Science Department Total	10.5	0	10.5

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Exercise & Movement Science	0	0	0
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Lori	Albert	Kinesiology	3	0	3
Corinne	Benson	Kinesiology	6	0	6
Anthony	Cross	Kinesiology	6	0	6
Brenda	DeNure	Kinesiology	3	0	3
Valarie	DiMartino	Kinesiology	6	0	6
Lynne	Digiacomio	Kinesiology	2	0	2
Alicia	Giglio	Kinesiology	2	0	2
Daniel	Halewicz	Kinesiology	3	0	3
Leslie	McPeck	Kinesiology	3	0	3
Laurie	Moris	Kinesiology	6	0	6
Karan	Patel	Kinesiology	3	0	3
William	Pinckney	Kinesiology	2	0	2
Joseph	Schmidt	Kinesiology	4	0	4
Marie	Sckocheva	Kinesiology	3	0	3
Nicholas	Simon	Kinesiology	3	0	3
Timothy	Stiroh	Kinesiology	3	0	3
Robert	Symons	Kinesiology	3	0	3
Donald	Tomaszewski	Kinesiology	3	0	3
Alison	Witzmann	Kinesiology	6	0	6
		Kinesiology	70	0	70
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
John	Burchill	Mathematical Sciences	3	0	3
Gary	Fink	Mathematical Sciences	5	0	5
Mira	Franke	Mathematical Sciences	3	0	3
Judy	Greenberg	Mathematical Sciences	3	0	3
Helena	Jankowitz	Mathematical Sciences	6	0	6
Mitra	Kermani	Mathematical Sciences	3	0	3
Linda	Martello Firriolo	Mathematical Sciences	6	0	6
Grace	Park	Mathematical Sciences	8	0	8
Pooja	Pathak	Mathematical Sciences	2	0	2
Gerald	Reynolds	Mathematical Sciences	6	0	6
Maximilian	Rohrer	Mathematical Sciences	6	0	6
Morteza	Taherisefat	Mathematical Sciences	3	0	3
Ronald	Vallejo	Mathematical Sciences	5	0	5
Harry	Weston	Mathematical Sciences	5	0	5
		Mathematical Sciences	64	0	64
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Kathy	Abel	Nursing	5	0	5
Aimee	Altes	Nursing	4	0	4
Olalekan	Amusan	Nursing	3	0	3
Marvin	Azares	Nursing	8	0	8
Ma. Arlene	Azores	Nursing	6	0	6
Kim	Belton	Nursing	3	0	3
Danilo	Bernal	Nursing	3	0	3

Apollo Neil	Bernardo	Nursing	8	0	8
Celeste	Bethon	Nursing	6	0	6
Maryellen	Bolton	Nursing	7	0	7
Holly	Bond	Nursing	4	0	4
Kerith	Boyle	Nursing	8	0	8
Shakeira	Braddy	Nursing	6	0	6
Dionne	Brown	Nursing	8	0	8
Rosemary	Catton	Nursing	2	0	2
Marianne	Cavanaugh	Nursing	4	0	4
Ha Jae	Chon	Nursing	4	0	4
Asha	Cilly	Nursing	3	0	3
Brittany	Cluney	Nursing	4	0	4
Rita	Colella	Nursing	6	0	6
Edith	Collazzi	Nursing	2	0	2
Jacqueline	Correia	Nursing	8	0	8
Lilibeth	Cuevas	Nursing	3	0	3
Brianna	Daly	Nursing	4	0	4
Rachel	Dana	Nursing	8	0	8
Angela	Davis	Nursing	6	0	6
Raeleen	De Jesus	Nursing	7.5	0	7.5
Hetal	Desai	Nursing	3	0	3
Federico	Doliente	Nursing	3	0	3
Claire	Donaghy	Nursing	6	0	6
Mary-Ann	Donohue-Ryan	Nursing	3	0	3
Colin	Eckert	Nursing	3	0	3
Margaret	Edwards	Nursing	3	0	3
Rosario	Estrada	Nursing	3	0	3
Nada	Farhat	Nursing	8	0	8
Pamela	Fonju	Nursing	3	0	3
Shantha	Franks	Nursing	7.5	0	7.5
Roberto	Galao Malo	Nursing	4	0	4
Jose	Garcia	Nursing	8	0	8
Meliza	Garrido	Nursing	8	0	8
Patricia	Giaquinto	Nursing	4	0	4
Wanda	Gibson	Nursing	6	0	6
Malika	Gilliam	Nursing	4	0	4
Teresa	Giordano	Nursing	6	0	6
Maria	Gonzalez	Nursing	2	0	2
Luis Gino	Guzman	Nursing	3	0	3
Rawan	Hammoudeh	Nursing	7	0	7
Chayna	Hardy-Reid	Nursing	7.5	0	7.5
Helen	Hodges	Nursing	1	0	1
Maria	Holguin	Nursing	8	0	8
Kimberly	Javier	Nursing	8	0	8
Lane	Kocovsky	Nursing	6	0	6
Susan	Lee	Nursing	0	6	6
Janice	Loschiavo	Nursing	7	0	7

Kem	Louie	Nursing	3	0	3
Samantha	Love	Nursing	8	0	8
Anne	Luckose	Nursing	3	0	3
MARY BETH	MAFFEY	Nursing	4	0	4
Karen	Macey-Stewart	Nursing	3	0	3
Norma Jean	Mann	Nursing	8	0	8
Colleen	Manzetti	Nursing	3	0	3
Brenda	Marshall	Nursing	4	0	4
Cathy	McCormack	Nursing	3	0	3
Erin	McCrone	Nursing	5.5	0	5.5
Christina	McSherry	Nursing	6	0	6
Teresita	Medina	Nursing	3	0	3
Denise	Menonna Quinn	Nursing	8	0	8
Jaime	Muscianesi	Nursing	6	0	6
PREMA	NORONHA	Nursing	3	0	3
Pauline	Ochieng	Nursing	8	0	8
Kaneez	Odgers	Nursing	7.5	0	7.5
Dula	Pacquiao	Nursing	3	0	3
Norman	Pangilinan	Nursing	8	0	8
Pamela	Pascarelli	Nursing	3	0	3
Allan	Paz	Nursing	3	0	3
Karolina	Piwnica	Nursing	3	0	3
Martin	Raagas	Nursing	3	0	3
Mary	Ramos	Nursing	6	0	6
Joel	Regalado	Nursing	6	0	6
Warly	Remegio	Nursing	3	0	3
Dorante	Richards	Nursing	4	0	4
Christin	Riefler	Nursing	2	0	2
Kimberly	Rivera	Nursing	6	0	6
Milagros	Rojas	Nursing	3	0	3
Bruce	Ruck	Nursing	3	0	3
Jennifer	Ryan	Nursing	6	0	6
Hannah	Schlusser	Nursing	8.5	0	8.5
Joan	Seery	Nursing	1	0	1
Dashmeet	Singh	Nursing	3	0	3
Sheryl	Slonim	Nursing	6	0	6
Jovita	Solomon-Duarte	Nursing	4	0	4
Laura	Spaulding	Nursing	4	0	4
Cindy	Stinson	Nursing	6	0	6
Dirksen	Taguam	Nursing	3	0	3
Jacqueline	Tierney	Nursing	8	0	8
Daniel	Verina	Nursing	6	0	6
Jancy	Victoria	Nursing	3	0	3
Gilda	Villareal	Nursing	3	0	3
Karen	Voorhees	Nursing	8	0	8
Eric	Waga	Nursing	8	0	8
Gretchen	Walsh	Nursing	8	0	8

Brianna	Whitlock	Nursing	4	0	4
Cristina	Zamora	Nursing	4	0	4
edward	acquah	Nursing	8	0	8
kimberly	koval	Nursing	7.5	0	7.5
Nursing Department Total			523.5	6	529.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Rebecca	Abenante	Public Health	3	0	3
Jocelyn	Apicello	Public Health	6	0	6
Pashko	Camaj	Public Health	3	0	3
Sandra	Carnegie-Anderson	Public Health	6	0	6
Marie Kerline	Charles	Public Health	6	0	6
Jill	Chasse	Public Health	3	0	3
Sheila	Clancy	Public Health	3	0	3
Judith	Francis	Public Health	6	0	6
Anita	Gardner	Public Health	6	0	6
Charlene	Gungil	Public Health	6	0	6
Rodney	Hammond	Public Health	3	0	3
Grace	Hillyer	Public Health	3	0	3
Jody	Inglis	Public Health	6	0	6
Harry	McGuire	Public Health	3	0	3
Marilyn	McSpiritt-Guzio	Public Health	6	0	6
Barbara	Menzel	Public Health	6	0	6
Nicole	Milano	Public Health	6	0	6
Aldean	Morris	Public Health	6	0	6
Jonathan	Moss	Public Health	6	0	6
Jill	Riera	Public Health	6	0	6
Julio	Rodriguez	Public Health	6	0	6
Jamie	Sclafane	Public Health	6	0	6
Tekeyah	Sears	Public Health	6	0	6
Hilary	Tabish	Public Health	3	0	3
Stephanie	Talmadge	Public Health	6	0	6
Blythe	Ulrich	Public Health	6	0	6
Joseph	Williams	Public Health	3	0	3
Lital	Yinon-Wolf	Public Health	3	0	3
Emily	Zagnit	Public Health	3	0	3
Public Health Department Total			141	0	141
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Science - Integrated Department Total			0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Science Endorsement Department Total			0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Annamarie	Benbrook	Speech Language Pathology	8	0	8
Susan	Cohen	Speech Language Pathology	4	0	4
Meredith	Cozzarelli	Speech Language Pathology	8	0	8
Gina	Cush	Speech Language Pathology	8	0	8
Torri	DiLavore	Speech Language Pathology	3	0	3
Christina	Evans	Speech Language Pathology	6	0	6

Lauren	Hunt	Speech Language Pathology	4	0	4
Kelly	Locascio	Speech Language Pathology	4	0	4
Joan	Lyness	Speech Language Pathology	4	0	4
Marianne	Mariani	Speech Language Pathology	3	0	3
Nancy	Minunni	Speech Language Pathology	8	0	8
Michelle	Neidleman Kennedy	Speech Language Pathology	6	0	6
Linda	Nicosia	Speech Language Pathology	6	0	6
Amanda	Schroeder	Speech Language Pathology	6	0	6
Stephanie	Sellitti	Speech Language Pathology	4	0	4
Matthew	Talley	Speech Language Pathology	3	0	3
Speech Language Pathology Department Total			85	0	85
College of Science & Health Teaching Credits : 1,049.00			Non-Teaching Credits : 6.00	Total: 1,055.00	

University Total Teaching Credits: 2,176.50 Total Non-Teaching Credits: 20.50 Total: 2,197.00

OVERLOAD BOARD REPORT
OVERLOAD ASSIGNMENTS FOR THE FALL 2023 SEMESTER
Includes Faculty, AFT NTPs, and Higher Ed Manager Employees
Date prepared: 09/01/2023 09:57 AM

COLLEGE OF ARTS HUMANITIES & SOCIAL SCIENCE

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Ashley	Gerst	Art	0	2	2
Julie	Nagle	Art	0	1	1
Leslie	Nobler	Art	0	2	2
Robin	Schwartz	Art	0	2	2
		Art Department Total	0	7	7
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Asian Studies Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Elizabeth	Birge	Communication	0	0.83	0.83
Lorra	Brown	Communication	3	1.5	4.5
Alfred	Clarke	Communication	1	0	1
Matthew	Crick	Communication	0	4.5	4.5
Sharmila	Ferris	Communication	0.3	0.33	0.63
Gina	Guerrieri	Communication	3	0	3
Nicholas	Hirshon	Communication	0	1	1
Housen	Maratouk	Communication	3	0	3
Michelle	McManus	Communication	3	0	3
Lynne	Orr	Communication	6	0	6
Jennifer	Owlett	Communication	0	0.33	0.33
Robert	Taylor	Communication	3	0	3
Chriss	Williams	Communication	0	1.5	1.5
		Communication Department Total	22.3	9.99	32.29
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Maria	Kromidas	Community & Social Justice Std	0	1	1
		Community & Social Justice Std Department Total	0	1	1
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Jason	Ambroise	History,Phil,& Liberal Studies	0	2.5	2.5
Cesar	Castro	History,Phil,& Liberal Studies	3	0	3
Richard	Kearney	History,Phil,& Liberal Studies	3	0	3
		History,Phil,& Liberal Studies Department Total	6	2.5	8.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Humanities Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Humanities and Social Science Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Sara	Almuina Viz	Lang,Lit,Culture, & Writing	6	0	6
Housen	Maratouk	Lang,Lit,Culture, & Writing	3	0	3
Amanda	O'Donnell	Lang,Lit,Culture, & Writing	6	0	6

		Lang,Lit,Culture, & Writing	Department Total	15	0	15
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
Carol	Frierson-Campbell	Music	0	0.25	0.25	
		Music	Department Total	0	0.25	0.25
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
Jacob	Felson	Politics, Legal Std & Urban Sc	0	0.5	0.5	
Danielle	Wallace	Politics, Legal Std & Urban Sc	0	0.5	0.5	
		Politics, Legal Std & Urban Sc	Department Total	0	1	1
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
Uzma	Ali	Psychology	3	0	3	
Justina	Ekeocha	Psychology	3	0	3	
Elizabeth	Haines	Psychology	0.5	0	0.5	
		Psychology	Department Total	6.5	0	6.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
Wendy	Christensen	Sociology	0	1	1	
Jacob	Felson	Sociology	0	2	2	
Andrew	Gladfelter	Sociology	0	1	1	
Richard	Huizar	Sociology	0	0.5	0.5	
		Sociology	Department Total	0	4.5	4.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
		Women's Studies	Department Total	0	0	0
College of Arts Humanities & Social Sci			Teaching Credits : 49.80	Non-Teaching Credits : 26.24	Total: 76.04	

COLLEGE OF BUSINESS

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
Valeriya	Avdeev	Accounting & Law	0	3	3	
		Accounting & Law	Department Total	0	3	3
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
Rahi	About	Econ, Fin & Global Business	0	4	4	
John	Malindretos	Econ, Fin & Global Business	0	3	3	
Lawrence	Verzani	Econ, Fin & Global Business	3	0	3	
		Econ, Fin & Global Business	Department Total	3	7	10
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
Raza	Mir	Mgt Mktg & Prof Sales	0	3	3	
Ali	Mir	Mgt Mktg & Prof Sales	3	0	3	
Mehmet	Turkoz	Mgt Mktg & Prof Sales	3.6	0	3.6	
		Mgt Mktg & Prof Sales	Department Total	6.6	3	9.6
College of Business			Teaching Credits : 9.60	Non-Teaching Credits : 13.00	Total: 22.60	

COLLEGE OF EDUCATION

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
James	Alford	Ed Leadership And Prof Studies	1.3	1	2.3	
Heejung	An	Ed Leadership And Prof Studies	0	1	1	
Anthony	Bundy	Ed Leadership And Prof Studies	0	0.5	0.5	
Samuel	Fancera	Ed Leadership And Prof Studies	0	1	1	
Michelle	Gonzalez	Ed Leadership And Prof Studies	0	1	1	
Carrie	Hong	Ed Leadership And Prof Studies	0	1	1	
Gihan	Mohamad	Ed Leadership And Prof Studies	0	1	1	

Ellen	Pozzi	Ed Leadership And Prof Studies	0	1	1
Ed Leadership And Prof Studies Department Total			1.3	7.5	8.8
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Education Department Total			0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Rebecca	Bohmer	Spec Ed Prof Counsl & Dis Stud	3	0	3
Pamela	Brillante	Spec Ed Prof Counsl & Dis Stud	0	3.5	3.5
Meredith	Drew	Spec Ed Prof Counsl & Dis Stud	0	1	1
Elizabeth	Harkins	Spec Ed Prof Counsl & Dis Stud	0	1	1
Scott	Scardena	Spec Ed Prof Counsl & Dis Stud	6	0	6
Megan	Searles	Spec Ed Prof Counsl & Dis Stud	3	0	3
Spec Ed Prof Counsl & Dis Stud Department Total			12	5.5	17.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Elizabeth	Brown	Teacher Education: PreK-1	0	4	4
Alison	Dobrick	Teacher Education: PreK-1	0	1.5	1.5
Malgorzata	Downes	Teacher Education: PreK-1	2	0	2
Thomas	Fallace	Teacher Education: PreK-1	0	1	1
Anita	Kumar	Teacher Education: PreK-1	0	4	4
Sue	Mankiw	Teacher Education: PreK-1	0	1	1
Ronni	Mendez	Teacher Education: PreK-1	1	0	1
Julie	Rosenthal	Teacher Education: PreK-1	0	2	2
Teacher Education: PreK-1 Department Total			3	13.5	16.5
College of Education Teaching Credits : 16.30 Non-Teaching Credits : 26.50 Total: 42.80					

COLLEGE OF HONORS

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Martha	Witt	Honors	1	0	1
Honors Department Total			1	0	1
College of Honors Teaching Credits : 1.00 Non-Teaching Credits : 0.00 Total: 1.00					

COLLEGE OF SCIENCE & HEALTH

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Patricia	Bush	Biology	7	0	7
Danielle	Desroches	Biology	0	2	2
David	Gilley	Biology	0	1.5	1.5
Kelley	Healey	Biology	0	0.5	0.5
Emily	Monroe Waldburger	Biology	0	0.5	0.5
Emmanuel	Onaivi	Biology	0	0.5	0.5
David	Slaymaker	Biology	0	1.5	1.5
Joseph	Spagna	Biology	0	2	2
Miryam	Wahrman	Biology	0	0.5	0.5
Biology Department Total			7	9	16
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Mihaela	Jitianu	Chemistry	0	2	2
Mukesh	Sahni	Chemistry	2	0	2
Suresh	Sahni	Chemistry	5	0	5
Chemistry Department Total			7	2	9
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits

		Communication Disorders	Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
		Community Health	Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
Abdelrahr	Elleithy	Computer Science	0	2	2	
Jaehyun	Kim	Computer Science	3	0	3	
Kiho	Lim	Computer Science	0	3.5	3.5	
John	Najarian	Computer Science	0	2	2	
		Computer Science	Department Total	3	7.5	10.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
Michael	DaSilva	Environmental Science	3	0	3	
Nicole	Davi	Environmental Science	0	1.5	1.5	
		Environmental Science	Department Total	3	1.5	4.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
		Exercise & Movement Science	Department Total	0	0	0
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
Racine	Emmons Hindelong	Kinesiology	0	0.5	0.5	
Michael	Figuroa	Kinesiology	0.23	1.5	1.73	
Ismael	Flores-Marti	Kinesiology	0	1	1	
Linda	Gazzillo Diaz	Kinesiology	0	1	1	
		Kinesiology	Department Total	0.23	4	4.23
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
Eliana	Antoniou	Mathematical Sciences	1	3	4	
Jyoti	Champanerkar	Mathematical Sciences	0.5	2.5	3	
Zhiqiang	Chen	Mathematical Sciences	1	4	5	
Donna	Fengya	Mathematical Sciences	0	2	2	
Rita	Levine	Mathematical Sciences	3	0	3	
Wooi	Lim	Mathematical Sciences	0	1	1	
Sandeep	Maheshwari	Mathematical Sciences	0.5	0	0.5	
Kevin	Martus	Mathematical Sciences	0	2	2	
David	Nacin	Mathematical Sciences	0.3	2.5	2.8	
Madeleine	Rosar	Mathematical Sciences	0	4	4	
Paul	VonDohlen	Mathematical Sciences	0.5	5	5.5	
		Mathematical Sciences	Department Total	6.8	26	32.8
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
Cheryl	Hollema	Nursing	0	1.5	1.5	
Debbie	Mohammed	Nursing	0	1	1	
Jill	Nocella	Nursing	0	3	3	
Karen	Phillips	Nursing	0	1.5	1.5	
Sharon	Puchalski	Nursing	0	3	3	
Janet	Regan-Livingston	Nursing	0	2	2	
Fazia	Weaver	Nursing	3	0	3	
		Nursing	Department Total	3	12	15
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits	
Christie	Jaime	Public Health	1	0	1	
William	Kernan	Public Health	0	1	1	
		Public Health	Department Total	1	1	2

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Science - Integrated	0	0	0
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Science Endorsement	0	0	0
		Department Total			
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
		Speech Language Pathology	0	0	0
		Department Total			
College of Science & Health			Teaching Credits : 31.03	Non-Teaching Credits : 63.00	Total: 94.03

University Total Teaching Credits: 107.73 Total Non-Teaching Credits: 128.74 Total: 236.47

FOR ACTION BY THE BOARD OF TRUSTEES AT THE
SEPTEMBER 22, 2023 MEETING

**William Paterson University
Personnel Matters**

Personnel Action	Name	Position	Department	Group	Range	Step	Salary	Effective Date
APPOINTMENT:								
	Caroline Beretta	Counselor, Coordinator of Clinical Outreach (Prof Svcs Spec 1 (27), SC)	Counseling, Health & Wellness	AFT	27	4	\$88,741.13	6/5/2023
	Lama Chaddad	Non-Tenure Track Teaching Professional, Dept of Public Health (NTP 2 (22), 10 Mo)	Public Health	AFT	22	7	\$78,595.56	8/15/2023
	Aisha Dawson-Hill	Assistant Director, Financial Aid (Asst Director 3, SC)	Financial Aid	AFT	22	6	\$75,572.12	6/5/2023
	Darrell Glenn	Associate Director (Assoc Director 2, SC)	Office of Inst. Effectiveness	HEM	27	0	\$96,000.00	6/17/2023
	Scott Greenberg	Director Sound Engineering Arts - NTP II 10-mo (NTP 2 (22), 10 Mo)	Music	AFT	22	10	\$87,665.86	8/15/2023
	Minerva Guttman	Associate Dean, School of Nursing (Assoc Dean)	Nursing	HEM	33	0	\$150,000.00	8/28/2023
	Pamela Harris	Academic Advisor (Prof Svcs Spec 2, SC)	WP Online Student Success Services	AFT	24	9	\$93,303.69	4/10/2023
	Elena Luddy	Associate Director – Student Accounts (Assoc Director 2, SC)	Student Accounts	HEM	27	0	\$92,800.00	8/7/2023
	Jemour Maddux	Assistant Professor of Clinical Psychology (Asst Professor(25), 10 Mo)	Psychology	AFT	25	7	\$90,992.62	8/30/2023
	Sandhya Narayanan	Non-Tenure Track Teaching Professional, Department of Public Health (NTP 2 (22), 10 Mo)	Public Health	AFT	22	7	\$78,595.56	8/15/2023
	Gisselle Pacheco	Assistant Director, Financial Aid (Assistant Director 3,SC)	Financial Aid	AFT	22	4	\$69,525.25	9/25/2023
	Janet Regan-Livingston	Tenure Track Nursing Faculty (Asst Professor(24), 10 Mo)	Nursing	AFT	24	7	\$86,641.14	8/30/2023
	Ali Saghiri	Assistant Professor, Computer Science (Asst Professor(25), 10 Mo)	Computer Science	AFT	25	8	\$94,493.93	8/30/2023
	Nishikant Satam	Teaching Postdoctoral Faculty Fellow of Organic Chemistry (NTP 2 (22), 10 Mo)	Chemistry	AFT	22	9	\$84,642.43	8/15/2023
	Latifa Sebti	Pre-doctoral Fellow-Advancing Faculty Diversity in Special Education (NTP 2 (22), 10 Mo)	Sp Ed, Cnsl & Dis Studies	AFT	22	10	\$87,665.86	8/15/2023
	Beth Walkley	AVP for Budget & Fiscal Planning (Associate VP)	Budget	HEM	34	0	\$158,000.00	6/26/2023
	Jameelah Wright	Pre-doctoral Fellow-Advancing Faculty Diversity in Teacher Education (NTP 2 (22), 10 Mo)	Teacher Ed: PreK-12	AFT	22	9	\$84,642.43	8/15/2023

FOR ACTION BY THE BOARD OF TRUSTEES AT THE
SEPTEMBER 22, 2023 MEETING

**William Paterson University
Personnel Matters**

Personnel Action	Name	Position	Department	Group	Range	Step	Salary	Effective Date
APPOINTMENT (TEMPORARY):								
	Jamel Adkins-Sharif	Instructor- Educational Leadership (Instructor(21), 10 Mo)	Ed Leadership and Prof Studies	AFT	21	10	\$83,503.21	8/30/2023 - 6/30/2024
	Saleha Ahmed	Paraprofessional-Child Development Center P/T (Project Specialist, P/T)	Child Development Center	PROJECT SPEC	01	0	\$25.00	7/1/2023 - 06/30/2024
	Beatrice Amune	Development and Annual Giving Coordinator (Prof Svcs Spec 3, SC)	Annual Fund	AFT	21	2	\$60,454.95	6/27/2023 - 6/30/2024
	Vanesa Apaza	Senior Health Promotion Specialist (Prof Svcs Spec 4, SC)	Public Health	AFT	18	7	\$64,649.91	7/1/2023 - 6/30/2024
	Myranda Barreau	Interim Director of Student Diversity and Inclusion (Director 2, SC)	Center for Diversity & Inclusion	HEM	30	0	\$95,450.00	7/29/2023 - 8/15/2024
	Lamaa Beidas	Health Promotions Specialist (Prof Svcs Spec 4, SC)	Public Health	AFT	18	2	\$52,220.89	7/1/2023 - 6/30/2024
	Rebecca Bohmer	Student Success Coach (ASPIRE GRANT) (Prof Svcs Spec 3, SC)	Dean Coll of Science and Health	AFT	21	6	\$71,979.08	7/1/2023 - 6/30/2024
	Berhanu Kibret	Project Specialist (Project Specialist)	Biology	PROJECT SPEC	01	0	\$30,000.00	7/1/2023 - 8/24/2023
	Timothy Lever	Director of Finance (Project Specialists-SF)	Office of the Controller	PROJECT SPEC	22	0	\$138,000.00	6/26/2023 - 10/31/2023
	James McMahon	Part-time ASPIRE Student Success Coach (Prof Svcs Spec 3,SC P/T)	Dean Coll of Science and Health	AFT	21	6	\$35,989.54	7/17/2023 - 6/30/2024
	Rosa Mitchell	Project Coordinator (ASPIRE Grant) (Managing Asst Dir 3, SC)	Dean Coll of Science and Health	HEM	22	0	\$76,385.00	7/1/2023 - 6/30/2024
	Fanjeyree Ortiz	Project Specialist (Project Specialist, P/T)	Child Development Center	PROJECT SPEC	01	0	\$25.00	7/1/2023 - 06/30/2024
	Arianna Rivera	Project Specialist, Early Childhood Paraprofessional (Project Specialist, P/T)	Child Development Center	PROJECT SPEC	01	0	\$25.00	6/5/2023 - 6/30/2024
	Patricia Russo	Paraprofessional - Child Development Center P/T (Project Specialist, P/T)	Child Development Center	PROJECT SPEC	01	0	\$25.00	7/1/2023 - 06/30/2024
	Mourad Sarrouti	Instructor, Computer Science (Instructor 10 Mo)	Computer Science	AFT	21	12	\$89,265.28	8/30/2023 - 6/30/2024
	Sherrine Schuldt	Dir.of Coalition & Prevention Svcs.for United for Prevention in PCnty (Prof Svc Spec 2, SC)	Public Health	AFT	24	12	\$103,297.52	7/1/2023 - 6/30/2024
	Joselynn Tanis	Project Coordinator, US DOE(LEES) Grant (Project Specialist)	Lang,Literature,Culture,& Writing	PROJECT SPEC	01	0	\$60,000.00	2/11/2023 - 8/31/2023
	Alfred Verrios	Assistant Professor- One Year Only (Asst Professor(22), 10 Mo)	Econ, Fin & Global Business	AFT	22	11	\$90,689.29	8/30/2023 - 6/30/2024

FOR ACTION BY THE BOARD OF TRUSTEES AT THE
SEPTEMBER 22, 2023 MEETING

**William Paterson University
Personnel Matters**

Personnel Action	Name	Position	Department	Group	Range	Step	Salary	Effective Date
LEAVE OF ABSENCE:								
	Nicole Bartolotta	Director, Accessibility Resource Center (Director 3, SC)	Accessibility Resource Center	HEM	28	0	\$93,400.00	5/8/2023 - 6/27/2023
	Jessica Ebegbulem	Counselor/Multicultural Specialist (Prof Svcs Spec 1(27), SC)	Residence Life Operating	AFT	27	5	\$92,600.85	8/7/2023 - 10/29/2023
	Jason Greenhouse	Academic Advisor/Retention Specialist (Prof Svcs Spec 2, SC)	Advisement Center	AFT	24	4	\$76,647.31	6/27/2023 - 8/21/2023
	Glenda Jara	Controller (Director 2, SC)	Office of the Controller	HEM	30	0	\$153,900.00	6/10/2023 - 8/10/2023
	Jennifer Kenney	User Services Supervisor (Prof Svcs Spec 1(27), SC)	User Services	AFT	27	10	\$111,899.46	6/19/2023 - 8/3/2023
	Janelle Pinkston	Assistant Director, Honors Program (Prof Svcs Spec 2, SC)	University Honors	AFT	24	12	\$103,297.52	6/13/2023 - 7/17/2023
PROMOTION:								
	Gamin Bartle	Chief Information Officer (Dean 2)	Information Technology	HEM	37	0	\$180,000.00	7/1/2023
	Stacy-Ann Brown	Director of Financial Aid (Director 2, SC)	Financial Aid	HEM	30	0	\$128,000.00	8/2/2023
	Tia Chery	Administrator, Academic Initiatives and Student Engagement (Prof Svcs Spec 1(27), SC)	Dean College of AHSS	AFT	27	6	\$96,460.57	4/1/2023
	Stacie Freeman	Associate Director of HR Operations and Compensation (Assoc Director 2, SC)	Human Resources	HEM	22	0	\$86,200.00	7/29/2023
	Despina Martinez	Assistant Director, Enrollment Growth and Student Professional Advancement (Asst Director 1(26), SC)	Global Financial Services	AFT	26	1	\$73,486.07	6/19/2023
	Dayana Nunez	Associate Director, Student Services (Assoc Director 3, SC)	Student Enrollment Services	HEM	25	0	\$84,000.00	6/5/2023
	Maira Padula	Senior Administrative Assistant to the Office of the President & Board of Trustees (Confidential Assistant)	President	CONFIDENTIAL	19	0	\$68,000.00	5/19/2023
	Melissa Petrosi	Associate Director, Data Management (Asst Director 2, SC)	Undergraduate Admissions	AFT	24	5	\$79,978.59	8/15/2023
	Patrick Ryan	Director, Instruction Research and Technology (Director 2, SC)	Instruction & Research Technology	HEM	30	0	\$171,600.00	7/1/2023
SEPARATION:								
	Erike Mayo	Director, Small Business Development Center (Director 2, SC)	Small Business Dev Ctr	HEM	30	0	\$105,000.00	8/2/2023

FOR ACTION BY THE BOARD OF TRUSTEES AT THE
SEPTEMBER 22, 2023 MEETING

**William Paterson University
Personnel Matters**

Personnel Action	Name	Position	Department	Group	Range	Step	Salary	Effective Date
RESIGNATION:								
	Erica Cashaw	Assoc. Dir for Professional Certifications and Alternate Credentials (Assoc Director 3, SC)	Certificate Programs	HEM	25	0	\$86,500.00	8/25/2023
	Yolany Gonell	Director of Student Diversity and Inclusion (Director 2, SC)	Center for Diversity & Inclusion	HEM	30	0	\$113,190.00	7/25/2023
	Peter Griswold	Associate Professor (Assoc Professor(26), 10 Mo)	Sp Ed, Cnsl & Dis Studies	AFT	26	12	\$113,921.05	6/30/2023
	Shannon Holder	Pre-Doctoral Fellow - Educational Leadership (NTP 2 (22), 10 Mo)	Ed Leadership and Prof Studies	AFT	22	10	\$87,665.86	6/30/2023
	Berhanu Kibret	Project Specialist (Project Specialist)	Biology	PROJECT SPEC	01	0	\$30,000.00	8/25/2023
	Tamar Lamour	Associate Director Post Grant Awards (Assoc Director 2, SC)	Office of the Controller	HEM	27	0	\$99,900.00	9/26/2023
	Weihua Liu	Associate Professor (Associate Professor (29))	Computer Science	AFT	25	12	\$108,499.16	7/17/2023
	Brenda Marshall	Professor (Professor(32), 10 Mo)	Nursing	AFT	32	10	\$142,818.63	8/25/2023
	Kristine Dei Mendoza	Associate Controller (Assoc Director 1, SC)	Office of the Controller	HEM	22	0	\$100,000.00	6/2/2023
	Amanda Oleski	Sr. Admin Asst to the Office of the Pres and BOI (Confidential Assistant)	President	CONFIDENTIAL	19	0	\$73,600.00	5/18/2023
	Robert Quicke	Professor (Professor(32), 10 Mo)	Communication	AFT	32	9	\$137,892.88	6/30/2023
	Kaca Res	Assistant Director, Financial Aid WP Online (Asst Director 4, SC)	Financial Aid	AFT	20	8	\$74,030.98	7/14/2023
	Linda Russo	Simulation Coordinator (Prof Svcs Spec 3, SC-10 Mo)	Nursing	AFT	18	7	\$64,649.91	6/30/2023
RETIREMENT:								
	Michael Corso	Director of Financial Aid (Director 2, SC)	Financial Aid	HEM	30	0	\$132,300.00	8/1/2023
	Claire Leonard	Pre-Professional Advisor/Animal House (Prof Svcs Spec 3, SC)	Biology	AFT	21	4	\$66,217.02	9/1/2023
SALARY CHANGE:								
	Guillermo de Veyga	Chief Strategy Officer (VP, Strategy & Univ Relations)	Strategic Init. & Univ Relations	HEM	37	0	\$210,000.00	7/1/2023

9-23-5

**RESOLUTION, GRANTING OF EMERITUS STATUS,
SEPTEMBER 22, 2023**

- WHEREAS: In recognition of distinguished service to William Paterson University, the Board of Trustees may bestow emeritus status on faculty who retire in good standing from the University after ten years of service as of September 1, 2023; and
- WHEREAS: The President has verified the credentials of these faculty and recommends that emeritus status be granted in recognition of their distinguished service; and
- WHEREAS: The Personnel and Compensation Committee has reviewed the list and concurs with the President's recommendation on the award of emeritus status; therefore
- BE IT RESOLVED: That the Board of Trustees of The William Paterson University of New Jersey grants emeritus status to the following faculty, with all the rights and privileges pertaining thereunto, and commends them for their commitment to the University, for nurturing and developing the academic and personal lives of our students, and for enriching the academic climate of this campus through their teaching, research, scholarship, creative activity, and service, and wishes them a long, well-deserved, and productive retirement.

Jamsheed Akrami-Ghorveh, Communication

Alejandro R. Anreus, Art

Jerry Beal, Communication

Dorothy Feola, Associate Dean, College of Education

Erh-Wen Hu, Computer Science

Leo-Felix Jurado, Nursing

John Link, Music

Mary K. Malu, Ed Leadership and Prof. Studies

Diana Peck, Communication

Raymond P. Schwartz, Library

Elizabeth Stoppel, Communication

Bogong Su, Computer Science

He Zhang, Art