

The BULLETIN

WPC

VOL. 8, NO. 6

WILLIAM PATERSON COLLEGE

MARCH 21, 1994

Robert Coles to Give Provost's Lecture



Robert Coles

Dr. Robert Coles, professor of psychiatry and medical humanities at Harvard Medical School, will present the third annual Provost's Lecture on Thursday,

April 21 from 2 to 3 p.m. in Science Hall 200B. His address is open to all faculty, staff and students, as well as members of the community.

Prior to his lecture, Coles, who is a well-known author, will meet with faculty and students who are involved in a cluster project, and will hold an informal discussion with a selected group of faculty and students.

Coles, whose special interest is field work in social psychiatry, is a research

(Continued on page 5)

Trustees, Faculty Workshop Examine Diversity at WPC; Need for Improvement Underscored by Consultant

The need for the college to undertake a serious effort, with defined goals, to hire additional African-American and Hispanic faculty was the central theme of a report by a consultant on diversity presented at the Board of Trustees meeting on February 26.



William Harvey

Meeting in its annual all-day open public session in the Nicholas Martini Teleconference Center in Hobart Hall, the trustees heard from William Harvey, a special consultant on diversity issues, who visited the campus on November 18 and 19 and issued a seven-page report outlining his views and suggestions.

Earlier, on February 18, fifty-two faculty members selected by their respective deans discussed diversity in a workshop sponsored by the office of the vice president for academic affairs and provost and conducted by Dr. Henry Gardner, assistant vice president for minority education. (See page 2).

In his report, Harvey, a professor of higher education administration at North Carolina State University and president of Open Mind: The Association for the Advancement of Cultural Diversity in Higher Education, said "the college has the potential to attract and to keep more African-American and Hispanic faculty members than it presently has, but in order to do so the president and his chief lieutenants, the vice presidents and deans, must demonstrate synchronized leadership, ongoing communication and effective follow-through to potential candidates, to the current members of the faculty, to the surrounding communities and to the other campus constituency groups."

"The college must be prepared to grade itself in the same way that students are graded - not on the efforts, but on the outcome," he explained.

(Continued on page 4)

Hope Springs Eternal!



Michael Clark



Craig Phillips

"If winter comes, can spring be far behind?" wrote Percy Bysshe Shelley in 1819. Ron Reinhardt, head grounds worker, is taking a similarly optimistic viewpoint in 1994, as he tends seedlings being nurtured in the Hunziker Wing Greenhouse in anticipation that April showers and the warm sun of May may finally melt the mountains of white stuff. At right, a typical campus scene from the winter of 1993-94.

Inside

Focus on Diversity	Page 2
In Memorium:	
Frank Zanfino	Page 4
Board Notes	Page 7



Focus on: Diversity at William Paterson College

Faculty Workshop on Diversity Calls for More Dialogue

On February 18, fifty-two faculty members, selected by their deans, met in rooms 203-5 in the Student Center to take part in the workshop "Diversity in Academic Affairs" organized by Henry Gardner, assistant vice president for minority education, on issues related to the recruitment and retention of a diverse faculty and staff and the creation of a climate conducive to keeping them at WPC.

The day-long program included a welcome and introductory remarks by Eleanor Smith, vice president for academic affairs and provost, and Gardner. Bruce Gulbranson, chair of the faculty development committee, acted as moderator and introduced two panel discussions during the morning session - the first on "Where We've Been: Where We Are" with faculty members J. Jordan, Sue Radner, Jeanne Nutter and William Rosa, and a dean's panel on "Diversity: Where We're Going" with Beverly Bonaparte, Elaine Gardiner and George McCloud. A quiz on diversity at WPC prepared by Dona Fountoukidis, director of planning, research and evaluation, pointed to the facts about the lack of diversity among the college's faculty and students.

Following lunch, Robbie Cagnina, director of affirmative action, and Alice Davis, associate director of human resources, conducted a panel discussion on "Hiring for Excellence and Diversity - What Do Faculty Need to Know?" Remarks by President Arnold Speert and a summation by Gardner completed the program.

Faculty evaluation of the workshop was positive and with a few exceptions called for more dialogue on diversity issues.



Photos from top left, clockwise are: Bruce Gulbranson; faculty, deans, staff discuss diversity issues; Henry Gardner, William Rosa and Jeanne Nutter; Beverly Bonaparte, Robbie Cagnina and Alice Davis; Elaine Gardiner, George McCloud and Beverly Bonaparte; Dona Fountoukidis; William Rosa, Jeanne Nutter, J. Jordan and Sue Radner; Francis Cai; Sheila Collins and Steve Shalom; Susan McNamara and John Peterman; Henry Pruitt; Bruce Gulbranson, Alan Lazarus, Miryam Wahrman and Eleanor Smith; C.K. Leung.

Photos by Will Cofmak



"Our human resources are our greatest assets as a nation and if we fail to prepare any segment of that resource to live productive, quality lives, this nation will not remain competitive nor will the quality of life in this country continue at even its current level. Diversity is not a matter of choice, nor is it just a matter of moral obligation; it is a matter of survival for all of us." — Eleanor Smith

”

"Are there attempts to attract minority students into math and science? They do not have the appropriate background. They need support. I have a feeling it is not being done." — Gilbert Ndjatou (Computer Science)

”

"What I miss the most here is that instant feeling of community; that we are speaking with one voice. There are many wonderful things happening here but we are not together." — Beverly Bonaparte (Dean, Science and Health)

”

"The goal is now. We cannot afford to think someone will do the job for us. We must take the responsibility." — Henry Gardner

”

"My findings at WPC are that we leave everything for other people to do." — Robbie Cagnina



"Each of us has to rededicate ourselves to make this as diverse a place as possible." — Arnold Speert

”

"What is the difference between a shopping mall and a college? The image of WPC as a shopping mall seems to be an enduring one. If we are taking diversity seriously we have to be something else than a shopping mall. Something has to be done to make us individuals, to make us human beings — that we are somebody." — John Peterman (Philosophy)

”

"I've been here 30 years. The women's studies minor at WPC is one of the first in the country. Now our work is towards trying to make our courses more multicultural. It's a big task and that's why it is unfinished." — Sue Radner (English, Women's Studies)

”

"We are desperate for adjuncts. When you talk salaries they don't want to come. Those who want to come get the jobs." — Isabel Tirado (History)

”

"We do not graduate our Black and Latino students in the same proportion as we do our white students." — Dona Fountoukidis

”

"We need more diversity in hiring adjuncts." — Alice Davis



"In the year 2000 only 15 percent of those entering the work force will be white males; 47 percent will be white females. Latinos will be the largest group of the labor force in 2007. Asians are the fastest growing group. It is not a fad; it is a major trend. We're talking about becoming more diverse and international." — Jeanne Nutter (Communication)

”

"We tend to identify African Americans and Latinos as EOF students. Some are regular admits. We have to break with that type of stereotyping." — William Rosa (Languages and Cultures)

”

"We would like to hear from the Board of Trustees and the president on how they intend to work on these issues." — J. Jordan (English)

”

"It would be helpful if President Speert could put out a statement on affirmative action." — Steve Shalom (Political Science)

”

"Part of achieving diversity is letting people know we are serious." — Barry Morganstern (Communication)

”

"We need more funds to finance diversity." — Gary Schubert (Art)



Harvey Report

(Continued from page 1)

In the discussion which followed between the consultant and the trustees, administrators, faculty and staff attending the session, Clarice Jackson, conducting her first meeting as chair of the Board, pointed out that "every one of us is responsible for affirmative action. You can be smug about other people but you must look at your own actions," she said.

"WPC is not an unusual place," said Harvey. "Many campuses are dealing with the same concerns. But you need to establish where you want to go; what will take place in each unit over a certain period of time. Endorsement by the Board and administration is necessary. It is a challenge to this campus to become a model for the state and maybe a model for the Northeast," he said.

"I think that it is doable," said Jackson.

Frank Zanfino Dies; Former Vice President for Administration and Finance



Frank Zanfino

Frank Zanfino, vice president for administration and finance at WPC from 1968 to 1980, died on February 26 at the age of 69.

He had directed the financing and construction of most of the buildings on the campus. "Zanfino had served the college in many capacities from 1948 until his retirement in 1981," says President Arnold Speert. "He was with the college when it moved to this campus from Paterson, and when it evolved from a predominantly teacher education institution to its current role." He served as acting president in September, 1972.

A 1949 graduate of Paterson State Teachers' College, Zanfino held a bachelor's degree in business education and a master's degree from New York University. He was active in the WPC Alumni Association and was named *Alumnus of the Year* in 1964.

Report by William Harvey

"William Paterson College, for much of its existence, has been an exclusionary institution, keeping African Americans and Hispanics at absolutely minimal levels of representation among the students, faculty and staff. At this point, the institution is attempting to shed this historical legacy as it comes to grips with its social and political responsibilities to the citizens of New Jersey and to the demographic realities of the area from which students have traditionally been drawn. The leadership of the college seeks increased diversity within the faculty ranks. However, despite the existence of a well-written five-year plan for achieving the college goals of excellence, diversity and community, minimal progress appears to have been made towards the goal of having larger numbers of African Americans and Hispanics as members of the faculty. In this regard, it seems that the various individuals and constituent groups that I met with at the college agreed that significant underrepresentation exists, but there was less consistency of response in identifying the reasons for the underrepresentation, or appropriate remedies that should be employed."

Key observations in the Harvey report include:

- "Vigorous, forceful leadership will have to be exerted from the highest levels of the college and followed on down the institutional ladder in order for the significance of diversity to be accepted and implemented as one of the highest institutional priorities."

- "In concert with the Board of Trustees, the president should emphasize to the faculty, to his administrative team, to the members of the various college constituencies, to the surrounding community, and to the public at large that, without equivocation, William Paterson will recruit additional numbers of African Americans and Hispanics for the faculty and staff, and that these actions are a part of, not apart from, the institution's commitment to excellence."

- "The president...should also extend the responsibility for follow through in this matter and provide appropriate latitude to the vice presidents and deans, with the expectation that they will exercise appropriate oversight and demonstrate results in the offices and departments for which they have responsibility."

- "For departments where there is minimal or no representation of African Americans and/or Hispanics, the next available position should be targeted for a member of the underrepresented group(s), and the department should develop a specific plan, in conjunction with the affirmative action office, and with the assistance of campus-based advocacy groups such as the African and African-American Faculty and Staff Association (AAFSFA) and the Latin American Network of College Employees (LANCE) to identify and recruit an affirmative action candidate to the position."

- "The history of hiring practices in these departments should be examined to see where there are some mitigating circumstances or situations that might help to explain the lack of diversity."

- "In departments where the next hiring opportunity is expected to be several years in the future, faculty can begin now to identify younger minority scholars in the field."

- "The president can and should engage in dialogue with the faculty about the reasons for and the manner in which he intends to pursue the institutional goals that have been articulated and endorsed regarding faculty diversity."

- (On the ranking of candidates) "It appears that representatives of the groups that I met with have either not been talking to one another, or have been talking past each other."

- "All groups or individuals that have a concern about and interest in faculty hiring should be prepared to articulate their perspectives on increasing diversity among faculty and staff, and the administration should organize a series of forums in which interested parties can be heard."

...a certain measure of symbolism and significance would be given to the presence of members of the Board of Trustees during one or more of these forums."

"...the president should consider attending one or more of the regularly scheduled meetings of the various academic and service departments, perhaps in conjunction with the appropriate vice president and dean so that questions that are specific to a particular unit might be raised and responded to."

"It is impossible to overemphasize the importance of disseminating a flow of factual information regarding all institutional efforts, plans, goals and timetables... In the absence of fact, rumor develops and then quickly becomes the basis on which people develop their opinions and positions."

"Leadership and communication, in faculty matters, should come from both the president and vice president for academic affairs to be most effective... Better communication and coordination appears to be needed between these two individuals, and it can only be accomplished by reviewing the responsibilities that each person will pursue, and the manner in which they will be pursued. A close review of circumstances of the past academic year should be undertaken by these two parties in order to identify the roadblocks that resulted in there being no new African-American or Hispanic faculty hired last year, and to ensure that the situation is not repeated."

"It is disturbing that the aggregate number of African-American faculty actually appears to have dropped from a high of 29 in 1985 to 26 in 1993, while the number of Hispanic faculty has only increased from 9 to 11 during the same period."

"The college administration would be prudent to reach out to AAFFSA and LANCE and to meet with them on a whole range of issues that concern them. Given the present lack of trust between the groups and the college administration, it may be necessary to use external professional assistance for a period of time in the form of a neutral party who could serve a role as moderator in order to bring the respective parties together in a way that will lead to positive interaction."



Michael Coles

ON THE AIR: WPC's top administrators took to the airwaves on February 7 as guests on "Night Talk," a public affairs program produced by WPC, the college's FM radio station. Student hosts Kevin Serio and Kristine Novak are shown with (from left) President Arnold Speert; Peter Spiridon, vice president for administration and finance; and Eleanor Smith, vice president for academic affairs and provost. The three answered questions sent in by students as well as call-in queries on a variety of issues. "Night Talk" airs on Monday nights at 10 p.m.

Provost's Lecture

(Continued from page 1)

psychiatrist with Harvard University Health Services. He offers courses at Harvard College, Harvard Medical School, Harvard Business School, Harvard Law School, the Harvard School of Education and Harvard Extension School.

Since 1961, he has published more than 1,100 articles, reviews and essays in newspapers, magazines, journals and anthologies. His 56 books include the five-volume *Children in Crisis*, *The Moral Life of Children*, *The Political Life of Children*, *The Call of Stories: Teaching and the Moral Imagination*, and *The Call of Service: A Witness to Idealism*. He has recently completed a book on the meaning of children's drawings and paintings, and has done an extended study on the spiritual and religious life of children, which examined how children from a variety of backgrounds acquire religious values in various social and cultural settings and how these values connect with a child's life.

Coles received his A.B. from Harvard and his M.D. from Columbia University College of Physicians and Surgeons. He has received numerous awards, including a John D. and

Catharine MacArthur Foundation Fellowship and the McAlpin Medal of the National Association of Mental Health. Coles is co-founder and a member of the board of directors of the newly established Center for Documentary Studies at Duke University.

The annual Provost's Lecture was established in 1992 by Dr. Eleanor Smith, vice president for academic affairs and provost. It carries out Smith's second signpost for the college, which calls for enhancing and maintaining a stimulating intellectual and scholarly environment and campus life.

The BULLETIN

VOL. 8, NO. 6 MARCH 21, 1994

Produced by the Management
of College Relations.

Office of Public Information:

Editor: Barbara Bakst

Managing Editor: Dianne Franconeri

Associate Editor: Mary Beth Zeman

Contributing Writer: Joseph

Martinelli

Office of Publications:

Publisher: Lorraine Terraneo

Design: Bob Verbeek

Production Designer: Annemarie

Russionello

Office of Public Information

White Hall 209, 595-2971

Printed on recycled paper.

Director of Academic Computing to Facilitate Expansion of Campus Network



Phillip Long

Phillip Long, formerly associate director for library systems at the State University of New York (SUNY) Health Science Center at Brooklyn, has joined the college

community as director of academic computing.

Long, who says his priorities at WPC will be facilitating the expansion of the campus network and providing access to that network for all faculty, students and staff, has extensive background in computers and information technology, including platforms similar to WPC's VAX. At SUNY, he served as co-chair of a campus-wide computing and audiovisual implementation committee responsible for the design, selection and installation of computing and audiovisual equipment in a newly constructed, 260,000-square-foot health science education building. and was chair of the Internet coordinating committee and network manager for library servers.

Prior to his appointment at SUNY, Long was an assistant director in the Office of Statewide Computer Policy and Instructional Technology at the New Jersey Department of Higher Education, overseeing the Computers in Curricula grants program.

Long holds an A.B. in psychology with honors from the University of California, Santa Cruz, a Ph.D. in biology from Pennsylvania State University and has been named a Fellow in Medical Informatics by the National Library of Medicine. He became interested in the use of computing in science and medical education while completing his dissertation, which involved population modeling, and in postdoctoral studies involving statistical analysis. He has taken extensive continuing professional education in VAX/VMS, Oracle data base design and administration and network CD-ROM administration. Recently, he conducted a "Navigating the Internet" post-conference workshop in New York City.

He and his wife Maryann, a midwife at Morristown Memorial Hospital, are the parents of two children. They reside in Summit.

Gulbranson, Rosen Selected for AAHE Conference



Bruce Gulbranson

Bruce Gulbranson, professor and chair of the theatre department, and Robert Rosen, associate professor of English, have been selected to

represent the college at the American Association for Higher Education's 1994 National Conference on Higher Education, March 23-26, in Chicago, Illinois. The announcement was made by Eleanor Smith, vice president for academic affairs and provost.

Gulbranson was selected as "a faculty member who is serving gladly as an academic citizen in the best and fullest sense of that term" and has been invited to take part in a national colloquium, "In Praise of Faculty Citizenship."

Rosen has been invited to participate in the Forum on Exemplary Teaching, designed for faculty "who are not only powerful teachers but who have also taken on roles related to the improvement of teaching beyond their own classrooms." The forum will explore modes of teaching appropriate for "the 21st century academic workplace."

Both nominees will be honored at a special plenary event.



Robert Rosen

Specialist in Latino Literature is Visiting Distinguished Professor



Arnaldo Cruz

Arnaldo Cruz, a specialist in both Caribbean and U.S. Latino literature and culture, is on campus as a Visiting Distinguished Professor for the spring

semester. He is teaching two courses, "Caribbean Literature: A Comparative Perspective" and "U.S. Latino Literature and Film" for the Department of Languages and Cultures, and is lecturing on U.S. Latino literature. His April 6 presentation will explore "Colonial, Homosexuality and National Identity in Modern Puerto Rican Literature."

Cruz holds a Ph.D. in comparative literature and Spanish from Stanford

University. During 1989-90 he was the recipient of a Ford Foundation Postdoctoral Fellowship to do research on the Cuban writer José Lezama Lima, the subject of his doctoral dissertation and forthcoming book.

"My research revolves around questions of identity, nationality, gender, sexuality and modernization," says Cruz. "I am especially interested in the way in which personal and national (or ethnic) identity is constructed in *bildungsromane*, or coming of age narratives, both in Caribbean and in U.S. Latino literature."

An assistant professor at Fordham University, Cruz has also taught courses in literature and culture at Tulane University and the University of California, Berkeley.

Free Tax Help Available

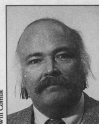
Members of the college community can get free assistance in filling out tax returns through April 16, says Frank Grippo, chair, accounting and law. Just stop by room 23, White Hall on Mondays from 12:30 to 3:30 pm and Tuesdays or Thursdays from 12:30 to 4 pm. Accounting students will be available to help faculty, staff and area residents with their taxes.

BOARD NOTES

The Board of Trustees held a special public meeting followed by a retreat on Saturday, February 26, 1994. At that time, the Board approved the change of the bachelor of arts degree in sociology/anthropology to bachelor of arts degree in anthropology and bachelor of arts degree in sociology.

The following personnel actions were taken:

FACULTY PROMOTIONS Effective September 1, 1994 From Assistant Professor to Associate Professor



Will Colvok



Michael Chaski



Michael Chaski



Michael Chaski

From Associate Professor to Professor



Michael Chaski



Will Colvok



Michael Chaski



Michael Chaski



Jennifer Hsu



Alan Lazarus

APPOINTMENTS

Anthony Agresta, Coordinator, Graduate Studies, Graduate Services, 1/3/94-3/1/94

Nan Brown, Assistant Professor, Curriculum and Instruction, 10/15/93-11/8/93

Gayle Horner, Professional Services Specialist, Biology, 12/24/93

Joan Leskin, Instructor (half time, spring semester only), Languages and Cultures, 1/21/94-6/30/94

Audrey Mathies, Instructor (spring semester only), Exercise and Movement Sciences, 1/21/94-6/30/94

Phillip Long, Director, Academic Computing, 1/15/94

Peter Ryczek, Project Specialist, Science and Health, 1/1/93-4/1/94

EXTENSIONS OF APPOINTMENT

Dawn Blakely, Field Representative, SCOPE Program, Education, 2/2/94-3/1/94

Mary Alice Cesard, Reference Librarian, Library, 12/27/93-6/30/94

Joan Cohen, Reference Librarian, Library, 12/27/93-6/30/94

Anita Daniels, Reference Librarian, Library, 12/27/93-6/30/94

Paula Howe, Project Specialist, SCOPE Program, Education, 2/2/94-3/1/94

Kathleen Hughes, Cataloger, Library, 12/27/93-6/30/94

F. Beresford Jones, Assistant Professor (half time), Philosophy, 1/31/94-6/30/94

Jeffrey Jones, Director, SCOPE Program, Education, 2/2/94-3/1/94

Thomas Lancaster, Media Specialist (NJIN Supported), Arts and Communication, 1/1/94-3/31/94

Margie Risher, Project Specialist, Registrar, 12/22/93-2/22/94

Jacqueline Sipos, Assistant Professor (half time), Philosophy, 1/31/94-6/30/94

Priscilla Stevens, Project Specialist, Registrar, 12/22/93-2/22/94

FACULTY REAPPOINTMENTS 1994-1995

Peter Appelbaum, Assistant Professor, Curriculum and Instruction

Mary Baumgartner, Assistant Professor, Sociology

William Boos, Assistant Professor, Philosophy

Francis Cai, Assistant Professor, Economics and Finance

Charles Carter, Assistant Professor, Curriculum and Instruction

Jo Ann Cunningham, Assistant Professor, African, African-American and Caribbean Studies

Sheridan Dodge, Assistant Professor, Environmental Science/Geography

Diane Falk, Assistant Professor, Music

Terence Finnegan, Assistant Professor, History

Kenneth Gold, Assistant Professor, Communication

Janice Golojuch, Assistant Professor, Art

Bradley Gooch, Assistant Professor, English

Daphne Joslin, Assistant Professor, Community Health

Enroy Knaus, Assistant Professor, Marketing and Management Sciences

Patricia Malone, Assistant Professor, Curriculum and Instruction

George Martin, Assistant Professor, Curriculum and Instruction

Esther Martinez, Assistant Professor, Languages and Cultures

Kevin Martus, Assistant Professor, Chemistry/Physics

John Mason, Assistant Professor, Political Science

David Miller, Assistant Professor, Mathematics

Gilbert Ndjatou, Assistant Professor, Computer Science and Quantitative Analysis

Jeanne Nutter, Assistant Professor, Communication

Rimona Palas, Instructor, Accounting and Law

Lillian Prince, Assistant Professor, Art

Carole Rhodes, Assistant Professor, Curriculum and Instruction

George Robb, Assistant Professor, History

James Sadler, Assistant Professor, Art

Scott Sigmon, Assistant Professor, Special Education

Susanna Tardi, Assistant Professor, Sociology

Gary Telfer, Instructor, Art

Jinn-Tsair Teng, Associate Professor, Marketing and Management Sciences

Philip Thiuri, Associate Professor, Environmental Science/Geography

Ouseynou Traore, Associate Professor, African, African-American and Caribbean Studies
Joseph Van Putten, Instructor, Art
Stephen Vail, Assistant Professor, Biology
Serge Von Duvillard, Assistant Professor, Exercise and Movement Sciences
Reynold Weidenaar, Assistant Professor, Communication
Bruce Williams, Assistant Professor, Languages and Cultures

PART-TIME FACULTY REAPPOINTMENTS 1994 - 1995

Colleen Barbarito, Assistant Professor, Nursing
Murray Colosimo, Instructor, Music
Vicki L. Coyle, Instructor, Nursing
Joan Griscorn, Assistant Professor, Women's Studies
Hollie Heller-Ramsay, Assistant Professor, Art
David Horton, Assistant Professor, Art
Arlene Scala, Instructor, Women's Studies

LIBRARIAN APPOINTMENT 1994 - 1995

Yvonne Roux, Librarian 2

PROFESSIONAL STAFF REAPPOINTMENTS July 1, 1994 - June 30, 1995

Louise Albers, Job Location and Development Coordinator
Travis Cephus, Resident Director (10 months)
Anne Deighan, Resident Director (10 months)
Caroline Doyle, Assistant Director, Admissions
Deborah Gilleran, Publications Writer/Editor
Karen Hilberg, Assistant Director, Recreation Services
Michael Iannotta, Resident Director (10 months)
Mervyle Kaplan, Coordinator, Women's Center
Erin Kelleher, Assistant Director, Career Services
Anthony Lackey, Assistant Director, Admissions
Karen Lewis, Resident Director (10 months)
Charles McMickle, Assistant Director, Center for Telecommunications
Robert Mikus, Resident Director (10 months)
Claudette Moran, Supplemental Instruction Coordinator (10 months)
Susan Rienstra, Assistant Director, Financial Aid
Maximina Rivera, Resident Director
Sharon Rosengart, Assistant Director, Career Services

Erin Shaughnessy, Head Coach, Women's Basketball (10 months)
Ella Thacker, Assistant Registrar
Alfred Vizzone, Training Support Specialist
Matthew Whelan, Assistant Director, Admissions
Lisa Wolfson, Assistant Registrar

July 1, 1994 - June 30, 1997
Anthony Cavotto, Assistant Director, Auxiliary Services

July 1, 1994 - June 30, 1998
Stephanie Mykiety, Box Office Manager
Lorraine Terraneo, Director of Publications
Mary Beth Zeman, Newswriter/Media Specialist

CHANGE IN STATUS

Rosanne Marrone, from Senior Clerk Typist to Project Specialist, NJ Project, 4/13/94-6/30/94
Frances Novick, Librarian, from 12 months to 10 months for one year, effective 9/1/94
Frank Petrozzino, from Professional Services Specialist to Assistant Director, Campus Activities, 2/5/94

CHANGE IN SABBATICAL

Georgios Gregoriou, Professor, Political Science, from spring 1994 to spring 1995

LEAVES OF ABSENCE

Monique Barasch, Assistant Professor, Languages and Cultures, 1/25/94-3/24/94
Roy Davis, Associate Professor, Accounting and Law, 1/21/94-5/23/94
Carol Gruber, Professor, History, 1/21/94-5/23/94
Shirley McFarlane, Assistant Director, Financial Aid, 1/6/94-2/7/94
Charlotte Nikola, Assistant Professor, English, 1/21/94-5/23/94
Vincent Tong, Assistant Professor, Marketing and Management, 1/21/94-5/23/94

CHANGE IN LEAVE OF ABSENCE

Judith Linder, Assistant Director, Community Affairs, 1/17/94-2/13/94

EXTENSIONS OF LEAVE OF ABSENCE

Leslie Agar-Jones, African, African-American and Caribbean Studies, 1/20/94-12/31/94
Behnaz Pakizegi, Professor, Psychology, 11/30/93-12/15/93

ATHLETIC APPOINTMENTS

John Farrell, Assistant Softball Coach, 1/31/94-5/31/94 (resigned 2/3/94)

Linda Hadshinow, Assistant Coach, Women's Soccer, 1/30/94-5/31/94

RESIGNATIONS

Marilyn Anthony, Professional Services Specialist, Communication Disorders, 1/31/94
Mary Jo Clegg, Director (interim), Field Experience, 1/24/94
John Cuddihy, Assistant Professor, Nursing, 6/30/94
Gregory Lusardi, Assistant Football Coach, 2/13/94
Sharon Ann Lynch, Professional Services Specialist, Communication Disorders, 1/31/94
Michael Newman, Assistant Professor (half time), Languages and Cultures, 1/31/94
Pamela Norris, Assistant Director, Financial Aid, 2/3/94
Nancy Sheffield-Warman, Librarian, 2/25/94

CHANGE IN EARLY RETIREMENT

Mark Evangelista, Registrar, early retirement (7/1/94) rescinded

MID-YEAR REAPPOINTMENTS

July 1, 1994 - June 30, 1995
Lester Bigg, Assistant Director, Financial Aid
Gayle Horner, Biology Lab Technician
Reynaldo Martinez, Assistant Director, Advisement
John Viterito, Counselor

GRADUATE INTERN APPOINTMENTS

Halime Diril (Ramapo College), MBA Program, Graduate Office
Kimberly Gleason (Valparaiso University), Campus Activities, Enrollment Management and Student Services, 1/21/94-5/23/94

GRADUATE ASSISTANT APPOINTMENTS

Spring, 1994
Lisa Andrisani (William Paterson College), Communication, Arts and Communication
Renee Armour (SUNY-Stony Brook), Biology, Science and Health
Fabio Federico (University Bari, Italy), MBA Program, Academic Computing
Mark A. Vernooy (Hope College), Educational Leadership, Education (SCOPE Program, spring and fall 1994)

GRADUATE ASSISTANT RESIGNATION

Tracy DeMarzo, effective 1/18/94