

MINUTES

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

Friday, September 27, 2019

The meeting was called to order at 9:05 a.m. in the 1800 Valley Road Board Room.

BOARD MEMBERS PRESENT: Mr. Barr, Mr. Galandak, Mr. Guarasci, Mr. Johnson, Mr. Lenahan, Mr. Neilley, Mr. Pesce, Mr. Velli, and President Helldobler.

BY PHONE: Ms. Cortez, Dr. Zastocki.

ABSENT: Mr. Gruel, Ms. Niro, Mr. Seeve.

OTHERS PRESENT: Senior Vice President Bolyai, Vice President Boucher-Jarvis, Vice President Cammarata, Associate Vice President DeDeo, Vice President Ferguson, Vice President Goldstein, General Counsel Hertzog, Provost Powers, Vice President Ross, Chief of Staff Bannister, Mrs. Oleski, 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 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:

9-19-1 - RESOLUTION, TO MOVE INTO EXECUTIVE SESSION

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

It was moved by Ms. Cortez and seconded by Dr. Zastocki to adopt the following resolution:

APPROVAL OF MINUTES JUNE 27, 2019, BOARD OF TRUSTEES MEETING:

The minutes of the June 27, 2019, Board Meeting were approved as distributed.

CHAIR'S REPORT:

Vice Chair Galandak filled in for Chair Seeve and welcomed everyone to the 1800 Valley Road building. He thanked Mr. Garvey, Mr. Shelley, Mr. Rosenberg, and all those that were, and continue to be, a part of the building renovations. Mr. Galandak informed everyone that the Board was advised by General Counsel that there is an investigation of a possible breach of confidentiality, with potential risk to the University. He gave a brief update on the Faculty Senate process of faculty assessments of administrators and reaffirmed that per administrator contracts, Faculty Senate has no role in the University's evaluation process of our administrators. Mr. Galandak stated that the

Board requested an update on the Middle States Commission on Higher Education reaccreditation process at every meeting and looked forward to working with University Community as we move forward in this process.

PRESIDENT'S REPORT:

President Helldobler introduced and welcomed the University's new Director of Communications, Mr. Greg Cannon, and the new Center for Diversity and Inclusion Director, Ms. Yolany Gonell. The President commended Ms. Ferguson and her team in Institutional Advancement for another great Golf Outing yesterday and stated that he looks forward to the 1800 Valley Road ribbon-cutting event following the Board meeting today. The President mentioned his recent attendance at the CIANJ Best Practices Conferences, along with Trustee Galandak, and presented the plaque awarded to the University.

President Helldobler gave a presentation on the status of the University's KPI's and Dr. Ross explained why some of the numbers were not met. The President stated that he thinks the first-year numbers will improve with the new first-year experience course, Will.Power.101. He mentioned that representatives from Hobsons had been on campus earlier in the week for presentations to faculty and staff about the University's enrollment, retention, and graduation data. The President discussed the upcoming summits and how these meetings will be used to discuss how we can better meet the needs of students.

Mr. Guarasci commended the President on his KPI presentation and his explanation to the audience.

President Helldobler mentioned that his written report was presented in the Board Materials, and is included in the minutes of this meeting.

MIDDLE STATES COMMISSION ON HIGHER EDUCATION UPDATE:

Provost Powers gave a brief update on the progress toward our Middle States Commission on Higher Education reaccreditation. Dr. Powers stated that he has met with fifty people on campus that are involved in the process and the University is currently working on our self-study. He mentioned that we are on track for our visit in the spring of 2021 and thanked Dr. Lincoln and Dr. Hill for their work in co-chairing the effort.

The President stated that General Counsel Hertzog was working on getting all University policies listed in one location.

The Provost thanked Interim Dean Godar for the work she was doing on the report.

Mr. Guarasci asked that the Board be provided with a document showing all accreditation processes and the University's status for each process. He also requested that the executive summary from the last visit be shared with the Board. Mr. Galandak mentioned that the Executive Committee met on August 14, and took action on three separate matters, including a contract with Academic Partnerships, a waiver for out-of-state tuition and fee charges that would allow students to attend at the in-state tuition and fee rate, and several personnel matters. The requisitions and summary were included in the Board of Trustees packet for informational purposes.

GOVERNMENT AND COMMUNITY AFFAIRS REPORT:

Mr. DeDeo provided an update on his Government Affairs report and briefly described the bill mentioned within it.

FINANCE, AUDIT AND INSTITUTIONAL DEVELOPMENT COMMITTEE REPORT:

Mr. Lenahan reported that the Finance, Audit and Institutional Development Committee met on September 12, 2019. The committee received a presentation from Mr. Rosenberg on the data dashboard and Ms. Ferguson presented a report on progress towards Institutional Advancement goals. Dr. Ross continued by giving a brief outlook of the Fall 2019 Enrollment situation. Mr. Bolyai reviewed the Fiscal Year 2020-21 capital budget request, a reduction to the student meal plan rates that had been approved by the Board previously, and bid waivers that he recommended to the Board for approval.

The following resolutions were recommended for approval by the Board:

It was moved by Mr. Johnson and seconded by Dr. Zastocki to adopt the following resolution:

9-19-2- RESOLUTION, FISCAL YEAR 2021 CAPITAL BUDGET REQUEST

The resolution was unanimously adopted.

It was moved by Mr. Velli and seconded by Dr. Zastocki to adopt the following resolution:

9-19-3 - RESOLUTION, MEAL PLAN RATES 2019-2020 (REVISES 4-19-3)

The resolution was unanimously adopted.

It was moved by Mr. Guarasci and seconded by Mr. Johnson to adopt the following resolution:

9-19-4 - RESOLUTION, BID WAIVERS (CONSENT AGENDA)

The resolution was unanimously adopted.

EDUCATIONAL POLICY AND STUDENT DEVELOPMENT COMMITTEE REPORT:

On behalf of Mr. Pesce, Mr. Galandak reported that the Educational Policy and Student Development Committee met on September 12, 2019, and heard two presentations. The first was from Mr. Rosenberg who demonstrated the newly designed data dashboard. The second presentation was from Ms. Refsland, Ms. Astarita, and Ms. Kropa, who described the new first-year experience, Will.Power.101. Dr. Ross gave a brief update on the status of the enrollment numbers and Provost Powers discussed several ongoing accreditation processes. He confirmed that the agreement with Academic Partnerships had been signed.

PERSONNEL AND COMPENSATION COMMITTEE REPORT:

Mr. Neilley reported that the Personnel and Compensation Committee met on September 12, 2019, to review personnel matters brought forth by the administration subsequent to the June 27, 2019, Board Meeting. Ms. Boucher-Jarvis gave an update on the summer professional development program that was offered to all staff members. General Counsel Hertzog discussed ongoing litigation matters.

The following resolution was recommended for approval by the Board:

It was moved by Mr. Velli and seconded by Mr. Lenahan:

9-19-5 – RESOLUTION, VARIOUS PERSONNEL MATTERS

The resolution was unanimously adopted.

NOMINATIONS AND GOVERNANCE COMMITTEE

Mr. Galandak reported that the Nominations and Governance Committee met on September 12, 2019, to discuss and review the proposed changes to the Board Bylaws and Committee charges. Mr. Galandak stated that in order to provide adequate notice, this information would be brought to the Board at their November 2019 meeting. The committee also discussed the next steps, as a follow-up to the Board Retreat held on June 27, and that efforts were being made to recruit new Trustees for consideration by the Office of the Governor.

There being no further business, a motion was made to adjourn the meeting. It was moved and seconded and the meeting adjourned at 11:38 a.m.

Respectfully submitted,



Robert Guarasci, Secretary
William Paterson University
Board of Trustees

APPENDIX 2
MINUTES OF BOARD OF TRUSTEES
EXECUTIVE COMMITTEE
AUGUST 14, 2019 MEETING

**8-19-2 RESOLUTION, WILLIAM PATERSON UNIVERSITY WAIVER
OUT-OF-STATE TUITION AND FEE CHARGES**

WHEREAS: In support of its mission and policy goals for student success, the William Paterson University of New Jersey seeks to attract students from diverse geographic backgrounds; and

WHEREAS: Title 18A:64-13 of New Jersey Statutes states “the Board of Trustees may waive the payment of the college’s anticipated tuition revenues to accomplish mission-related or policy goals”; and

WHEREAS: The Administration seeks to enroll out-of-state and international students to meet its recruitment and retention goals; therefore, be it

RESOLVED: That the Executive Committee on behalf of the Board of Trustees authorizes the University President and the Administration, commencing with the Fall 2020 recruitment cycle, to offer a waiver of tuition and mandatory fees to out-of-state students up to the equivalent of the difference between the applicable semester’s in-state rate paid by New Jersey residents attending the University and the out-of-state rate. Such waivers are renewable on an annual basis for up to eight uninterrupted semesters for first-time freshman, up to seven uninterrupted semesters for first-time transfer students, up to four uninterrupted semesters for graduate students and is dependent on evidence of continued academic achievement. This waiver program will be effective Fall 2020.

Adopted by the Board of Trustees Executive Committee of The William Paterson University of New Jersey at its August 14, 2019 meeting.

APPENDIX 3
MINUTES OF BOARD OF TRUSTEES
EXECUTIVE COMMITTEE
AUGUST 14, 2019 MEETING

**8-19-3 RESOLUTION, VARIOUS PERSONNEL MATTERS
(CONSENT AGENDA)**

RESOLVED: That the Board of Trustees approves the various personnel matters as recommended by the President including a leave of absence and changes in employee titles, and directs that the actions be listed in the minutes of this meeting.

Adopted by the Board of Trustees Executive Committee of The William Paterson University of New Jersey at its August 14, 2019 meeting.

APPENDIX 1
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 27, 2019 MEETING

9-19-1 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.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 27, 2019 meeting.

APPENDIX 2
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 27, 2019 MEETING

9-19-2

**RESOLUTION, FISCAL YEAR 2021 CAPITAL BUDGET
REQUEST**

RESOLVED: That the Board of Trustees of William Paterson University approves transmittal of the Fiscal Year 2021 seven-year Capital Budget Request to the Department of Treasury. The 2021 General Funds request is for \$27,550,000.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 27, 2019 meeting.

APPENDIX 3
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 27, 2019 MEETING

9-19-3 MEAL PLAN RATES 2019-2020 (Revises 4-19-3)

RESOLVED: That the Board of Trustees of William Paterson University of New Jersey approves the following per-semester meal plan rates effective Fall 2019:

8-Meal Plus \$400	\$2,060.00
8-Meal Plus \$500	\$2,160.00
8-Meal Plus \$600	\$2,260.00
9-Meal Plus \$1,000	\$2,670.00
10-Meal Plus \$275	\$2,045.00
15-Meal Plus \$275	\$2,085.00
19-Meal Plus \$275	\$2,215.00
\$1,000 Debit Plan	\$1,000.00
150 Block Plan Plus \$275	\$2,045.00
Constant Pass Plus \$400	\$2,845.00
20 Block Plan	\$185.00*
30 Block Plan	\$275.00*

* Revised.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 27, 2019 meeting.

APPENDIX 4
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 27, 2019 MEETING

9-19-4 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 contracts in excess of \$34,400, 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 12, 2019, 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 Administration and Finance 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

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 27, 2019 meeting.

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.

VENDOR	AMOUNT NOT TO EXCEED
Automated Logic Corporation	\$190,000 for the four-year period FY 2020 through FY 2023
Fit4Basic, LLC	\$60,500 for FY 2020
National Research Center for College and University Admissions (NRCCUA)	\$35,000 for FY 2020; \$33,000 for FY 2021, \$33,000 for FY 2022, and \$33,000 for FY 2023
Royce Carlton, Inc.	\$45,000 for FY 2020
SHI Corporation	\$70,000 for FY 2020, \$72,000 for FY 2021, and \$75,000 for FY 2022

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 27, 2019 meeting.

APPENDIX 4
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 27, 2019 MEETING

BID WAIVER, AUTOMATED LOGIC CORPORATION

- 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 contracts in excess of \$34,400; 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 contract for the maintenance and repair of the campus-wide building automated HVAC control systems; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a.(27); and
- WHEREAS: The Senior Vice President for Administration and Finance 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 Automated Logic Corporation, of Clifton, New Jersey, in an amount not to exceed \$190,000 for the four-year period Fiscal Year 2020 through Fiscal Year 2023.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 27, 2019 meeting.

APPENDIX 4
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 27, 2019 MEETING

BID WAIVER, FIT4BASIC, 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 contracts in excess of \$34,400; 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 requires services for the purpose of providing professional non-credit instructional programs; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a.(15); and
- WHEREAS: The Senior Vice President for Administration and Finance 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 Fit4Basic, LLC, of Verona, New Jersey, in an amount not to exceed \$60,500 for Fiscal Year 2020.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 27, 2019 meeting.

APPENDIX 4
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 27, 2019 MEETING

**BID WAIVER, NATIONAL RESEARCH CENTER FOR COLLEGE
AND UNIVERSITY ADMISSIONS (NRCCUA)**

- 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 contracts in excess of \$34,400; 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 lists of high school students interested in applying to post-secondary school institutions in order to recruit them to enroll; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a.(3); and
- WHEREAS: The Senior Vice President for Administration and Finance 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 National Research Center for College & University Admissions, of Lee's Summit, Missouri, in an amount not to exceed \$35,000 for Fiscal Year 2020; \$33,000 for Fiscal Year 2021, \$33,000 for Fiscal Year 2022 and \$33,000 for Fiscal Year 2023.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 27, 2019 meeting.

APPENDIX 4
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 27, 2019 MEETING

BID WAIVER, ROYCE CARLTON, 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 contracts in excess of \$34,400; 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 the services of a speaker agency for a Distinguished Lecturer Series event featuring Thomas L. Friedman; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a.(16); and
- WHEREAS: The Senior Vice President for Administration and Finance 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 Royce Carlton, Inc., of New York, New York, in an amount not to exceed \$45,000 for Fiscal Year 2020.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 27, 2019 meeting.

APPENDIX 4
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 27, 2019 MEETING

BID WAIVER, SHI CORPORATION

- 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 contracts in excess of \$34,400; 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 continue licensing the Adobe software suite; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a.(19); and
- WHEREAS: The Senior Vice President for Administration and Finance 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 SHI Corporation, of Somerset, New Jersey, in an amount not to exceed \$70,000 for Fiscal Year 2020, \$72,000 for Fiscal Year 2021 and \$75,000 for Fiscal Year 2022.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 27, 2019 meeting.

APPENDIX 5
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 27, 2019 MEETING

9-19-5

RESOLUTION, VARIOUS PERSONNEL MATTERS

RESOLVED: That the Board of Trustees approves the various personnel matters as recommended by the President including administrator appointments, temporary appointments, leaves of absence, resignations, a separation, functional title changes, interim appointment, part-time appointments, promotions/reclassifications, and a salary change, and directs that the actions be listed in the minutes of this meeting.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 27, 2019 meeting.

AMENDED MEMORANDUM

TO: Personnel and Compensation Committee
FROM: Shelley Bannister, Chief of Staff to the President and Board of Trustees
RE: Executive Summary – Personnel Actions
DATE: September 12, 2019, amended September 20, 2019

For your review are various personnel actions, summarized below:

1. 2019-2020 Administrative and Faculty Appointments

During the summer, the University has made seven administrative hires. These have ranged from resident director to assistant registrar to director positions in both Institutional Advancement and the Office of the President. We have also hired an assistant professor in sociology and a new librarian. These positions are listed in the attached list of Personnel Matters.

Total cost = \$707,042.62

2. Temporary Appointments

The University has made twenty temporary hires for this academic year. Most of these are of instructors and program coordinators. This group includes the Interim Dean and the Interim Associate Dean of the Cotsakos College of Business.

The salaries for these positions = \$1,571,944.64

3. Leaves of Absence

This academic year we have two faculty members on unpaid leaves, and two faculty members away on medical leave.

Total cost for the academic year = \$216,446.93

4. Various Personnel Matters and Resolution

The spreadsheet shows personnel matters at the University that have been effected since the last Board Meeting on June 27, 2019, including resignations, a separation, part time appointments, promotions/reclassifications, and a salary change. A resolution accompanies the spreadsheet.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 27, 2019 meeting.

Amendments

5. Master Tutor Budget

The Academic Success Center has provided a list of twelve tutors who will provide instructional support to students in the following academic disciplines: Mathematics, Italian, Spanish, Japanese, Reading Comprehension, ESL, Grammar, Anthropology, Sociology, History, Philosophy, Geography, Psychology, Political Science, Criminal Justice, and Paralegal Studies. The total maximum cost for the tutors is \$30,212.00.

6. Graduate Assistantships

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 their 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.

FOR ACTION BY THE BOARD OF TRUSTEES AT THE SEPTEMBER 27, 2019 MEETING							
William Paterson University Personnel Matters							
Personnel Action	Name	Position	Department	Range	Step	Salary	Effective Date
APPOINTMENT:	Joshua Buland	Associate Director, International Admissions (Assoc. Dir. 3, SC)	Graduate Admissions and Enrollment Services	D25		76,000.00	7/1/2019
	Gregory Cannon	Director of Communications (Assoc. Dir. 3, SC)	Office of the President	D25		112,000.00	8/26/2019
	Roy Garcia	Director of Major Gifts (Dir. 3, SC)	Institutional Advancement	D28		110,000.00	6/17/2019
	Katyhara Garfinkel	Assistant Registrar (Asst. Dir. 3, SC)	Office of the Registrar	U22	1	55,851.03	7/6/2019
	Yolany Gonell	Director, Center for Diversity and Inclusion (Dir. 3, SC)	Student Development	D28		95,000.00	9/3/2019
	Imani Hardaway	Cataloging and Metadata Librarian (Librarian 3)	Library	U22	5	67,023.77	8/19/2019
	Uma Joshi	Resident Director (PSS4, SC)	Residence Life	U18	1	45,947.52	7/29/2019
	Jason Silva	Assistant Professor	Sociology	U22	7	72,610.15	9/1/2019
	David Williams	Digital Initiatives and Special Collections Librarian (Librarian 3)	Library	U22	7	72,610.15	8/19/2019
APPOINTMENT - TEMPORARY:	Lauren Busko	Project Coordinator (Mng Asst. Dir. 3,SC) (Temporary)	Elementary and Early Childhood Education	D22		73,800.00	7/1/19 - 12/31/19
	Joseanne Cudjoe	Instructor (One Year Only)	Women's and Gender Studies	U18	11	68,912.52	9/1/19 - 6/30/20
	Sandra Foley	Instructor (One Year Only)(1/2 Time)	Nursing	U18	12	35,604.50	9/1/19 - 6/30/20
	Susan Godar	Interim Dean	Cotsakos College of Business	D35		220,000.00	7/22/19 - 6/30/20
	Barbara Hinners	RTT-ELC Project Assistant (PSS4, SC) (Temporary)	Elementary and Early Childhood Education	U18	5	55,133.52	7/1/19 - 12/31/19
	Matthew Jones	Instructor (One Year Only)	English	U18	10	66,616.02	9/1/19 - 6/30/20
	Jamie Joseph	Assistant Professor (One Year Only)	Psychology	U22	7	72,610.15	9/1/19 - 6/30/20
	Robert Koob	Instructor (One Year Only)	Marketing and Management Sciences	U21	12	82,467.32	9/1/19 - 6/30/20
	Ruth Maher	Assistant Professor (One Year Only)	Anthropolgy	U22	6	69,816.96	9/1/19 - 6/30/20
	Fengai Mbayo	Assistant Director, Custodial and Logistical Services (Mng. Asst. Dir. 1, SC)	Custodial Services	D26		80,500.00	8/31/19 - 8/30/20
	Jaime Noriega	Instructor (One Year Only)	Marketing and Management Sciences	U21	12	82,467.32	9/1/19 - 6/30/20
	Johanna Quinn	Assistant Professor (One Year Only)	Sociology	U22	7	72,610.15	9/1/19 - 6/30/20
	Sherrine Schuldt	Dir. of Coalition and Prevention Svcs. for United for Prevention in Passaic County (PSS2, SC)	Counseling, Health and Wellness	U24	9	86,198.19	7/1/19 - 6/30/20
	Roblyn Rawlins	Assistant Professor (One Year Only)	Sociology	U22	8	75,403.33	9/1/19 - 6/30/20
	Karen Smith	RTT-ELC Project Assistant (PSS4, SC) (Temporary)	Elementary and Early Childhood Education	U18	6	57,430.04	7/1/19 - 12/31/19
APPOINTMENT - TEMPORARY:	Gary Steele	Assistant Professor (One Year Only)	Accounting and Law	U25	9	90,532.45	9/1/19 - 6/30/20
	Michael Taylor	Instructor (One Year Only)	Professional Sales	U21	11	79,805.69	9/1/19 - 6/30/20
	Demetri Tsanacas	Instructor (One Year Only)	Economics	U21	11	79,805.69	9/1/19 - 6/30/20
	Jason Torkelson	Assistant Professor (One Year Only)	Sociology	U22	5	67,023.77	9/1/19 - 6/30/20

FOR ACTION BY THE BOARD OF TRUSTEES AT THE SEPTEMBER 27, 2019 MEETING							
William Paterson University Personnel Matters							
Personnel Action	Name	Position	Department	Range	Step	Salary	Effective Date
LEAVE OF ABSENCE:	Bradley Gooch Unpaid Leave	Professor	English	U32	12	141,043.60	9/1/19 - 6/30/20
	Gihane Jeremie-Brink Medical Leave	Assistant Professor	Psychology	U22	8	75,403.33	9/1/19 - 12/31/19
	Gloria Leventhal Medical Leave	Professor	Psychology	U32	12	141,043.60	9/1/19 - 1/29/20
RESIGNATION:	Madhuri Mukherjee Unpaid Leave	Associate Professor	Languages and Culture	U28	12	116,036.47	9/1/19 - 1/30/22
	Mychal Grubbs	Resident Director (PSS4, SC)	Residence Life	U18	4	52,837.03	7/19/2019
	Sarah Hughes	Access Services Librarian (Librarian 3)	Library	U22	6	69,816.96	6/25/2019
SEPERATION:	Ingrid Stobbe	Assistant Professor	Communication	U24	6	76,965.51	6/30/2019
	Joanne Murad	Program Coordinator (Conf. Asst.)	President's Office			75,000.00	6/30/2019
FUNCTIONAL TITLE CHANGE:							
Wartyna Davis, College of Education, from Interim Associate Dean to Acting Associate Dean, effective 7/1/19 - 6/30/20							
David Jones, Athletics, from Head Equipment Manager (PSS4, SC) to Head Equipment and Events Manager (PSS4, SC), Effective 7/20/19							
Ian Marshall, English, from Interim Associate Dean to Acting Associate Dean, effective 7/1/19 - 6/30/20							
Lynne Orr, College of Education, from Professional Advisor (Asst. Dir. 1, SC) to Associate Director, Teacher Candidate Success (Asst. Dir. 1, SC), effective 7/17/19							
INTERIM APPOINTMENT:							
Martin Gritsch, Economics, Finance and Global Business, from Professor, U33, \$143,292.98 to Interim Associate Dean, College of Business, D33, \$198,500.00, effective 8/5/19							
PART TIME APPOINTMENT:							
Amy Gaul, Elementary and Early Childhood Education, Project Specialist, \$37.95 hr, effective 7/1/19 - 12/31/19							
West Moss, University Honors, Professional Services Specialist 4, SC, \$27,566.76, effective 8/19/2019							
Juana Parraga-Vidaurre, Women's Center, Project Specialist, \$18.75 hr, effective 9/3/19 - 9/30/20							
Michaela Sher, Women's Center, Project Specialist, \$25.00 hr, effective 9/3/19 - 9/30/20							
PROMOTION/RECLASSIFICATION:							
Mary Alice Barrows, Career Development Center, from Assistant Director (Asst. Dir. 3, SC), U22, \$69,816.96 to Associate Director (Assoc. Dir. 3, SC), D25, \$83,600.00							
Donald Benett, Budget, from Associate Director, Budget and Fiscal Planning (Mng. Asst. Dir.1, SC), D26, \$105,300.00 to Budget Director (Dir. 2, SC), D30, \$120,000.00, effective 9/1/2019							
Keyana Darby, New Student Programs, from Transition Specialist (PSS3, SC), U21, \$79,805.69 to Assistant Director (PSS2, SC), U24, \$83,120.60, effective 7/6/2019							
Anita Kumar, Elementary and Early Childhood Education, from Instructor, U20, \$78,529.04 to Assistant Professor, U24, \$86,198.19, effective 9/1/2019							
SALARY CHANGE:							
Amanda Vasquez, New Student Programs, from Director (Dir. 2, SC) D30, \$102,400.00 to \$110,592.00, effective 7/6/2019							