

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

**Friday, December 5, 2008**

The meeting was called to order at approximately 9:10 a.m. in the College Hall Board Room.

BOARD MEMBERS PRESENT: Mr. Adzima, Ms. Bauer, Dr. Fan, Mr. Gruel, Mr. Jackson, Mr. Kotuski, Mr. Mazzola, Mr. Pesce, Dr. Pruitt, Mr. Taylor, Ms. Temple and President Speert

ABSENT: None

OTHERS PRESENT:

Provost and Senior Vice President Weil, Vice President Bolyai, Vice President Deller, Vice President Martone, DAG Cheryl Clarke, Dr. Schaeffer, Mrs. Santaniello, 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:

12-08-1 - RESOLUTION, TO MOVE INTO EXECUTIVE SESSION (Appendix 1)

The resolution was unanimously adopted.

At approximately 11:10 a.m., the Public Session resumed.

MINUTES OF THE SEPTEMBER 12, 2008 BOARD RETREAT AND SEPTEMBER 20, 2008 BOARD MEETING:

The minutes of the September 12, 2008 Board Retreat and the September 20, 2008 Board meeting were approved as distributed.

CHAIRS REPORT:

Mr. Mazzola reported that this meeting would be the last for Carla Temple. Ms. Temple is retiring from State Farm Insurance Companies and moving out of state. Mr. Mazzola enumerated her many contributions during her nearly ten years of service to William Paterson University. He further highlighted the invaluable way she contributed to the culture of the Board as one that embraces newcomers, and supports openness, collaboration, and dedication to the mission of the University. Additionally she facilitated several programs that benefitted employees at State Farm and William Paterson University including diversity training and on-site degree completion opportunities. Mr. Mazzola read a resolution honoring Ms. Temple and her service to the Board.

It was moved and seconded to adopt the following resolution:

12-08-9 RESOLUTION, RECOGNITION OF DISTINGUISHED SERVICE, MS. CARLA TEMPLE  
(Appendix 9)

The resolution was unanimously adopted.

Ms. Temple thanked the Board for the opportunity to work together over these past years. She complimented the integrity and professionalism of the faculty, staff and William Paterson community and wished the Board well in its future endeavors.

Mr. Mazzola provided an update on the Board's work on dashboard indicators, which are the key metrics selected by the Board to measure performance. The areas chosen by the Board, which they deem to be instrumental to the success of the University, include student enrollment, retention and graduation rates; faculty composition, qualifications and diversity; measures of current and future institutional financial health; and advancement outcomes. Some of the targets will be monitored on a more frequent basis and others will be reviewed yearly. Mr. Mazzola highlighted the following targets: alumni engagement – the target was for 8%, an amount that would equal or exceed the numbers at our peer institutions. Advancement exceeded the goal reaching 8.02% of alumni giving, which is an outstanding performance in this difficult economic environment. The target for combined SATs for regular admits was 1,045, we achieved 1,046. There are several financial management targets. On a recent visit by bond-rating agencies, in conjunction with the University's issuing bonds for the new Science Building project, the agencies reported that William Paterson University provides prudent fiscal management and they were impressed with the dashboard indicators. The target for tuition and fees was to revert to the median cost among our sister institutions for in-state tuition and fees. Through the efforts of the Administrative team, that target was met. The target for one year retention rate was 77.5% and we fell just short at 76.8%, similarly we fell short of the target six year retention rate of 48% and achieved 47.1%. There is a shared expectation between the Board and Administration that improvements in retention, graduation rates and headcount enrollment are key to the University's success and growth. Mr. Mazzola commented that the dashboard indicator targets are not static, and as a result of recent strategic planning efforts in the form of scenario planning, and in keeping with the Board's responsibility for leadership and oversight, the Board will add measures as appropriate, revise targets as circumstances dictate and continue to report publicly regarding institutional performance.

#### SWEARING IN – NEW STUDENT TRUSTEE:

Newly elected student trustee, Ms. Jennifer Bauer, was introduced and sworn into office by Carla Temple. Ms. Bauer was welcomed with a round of applause.

#### PRESIDENT'S REPORT:

Dr. Speert reported on a celebration held last evening aptly named "Celebration of Summer Art in China 2008." The program focused on the accomplishments of a group of William Paterson Art students who spent 23 days in China. They displayed their photos and spoke about their experience. We are engaged in efforts to increase exchange opportunities for our students and to increase the presence of international students on our campus and believe the most strategic connection is with China. We have several long-standing affiliations with institutions in China in both business and art. President Speert spoke about the recent trip in October that included performances by our jazz students at Nanjing Art Institute and Zhejiang University of Technology in Hangzhou that were very well received. We signed agreements with several Universities while in China, including Shandong Economic University.

President Speert gave an update on the state budget. The Governor had indicated to the state college and university presidents that higher education would not be cut again in this fiscal year. Since that time, the deficit has tripled and it is almost certain that higher education will receive cuts in the next fiscal budget. Next year's state budget is predicted to be one of the worst in recent years. Several cost-cutting steps have been taken including a hiring freeze, leaving

positions vacant, suspension of purchasing except for materials necessary for courses, and emergency purchases which will be reviewed on a case by case basis.

Mr. Mazzola added that the Board and Administration has taken a proactive role in developing contingency plans using "what if" scenarios in light of the economic downturn of the state and its impact on the institution and our stakeholders.

Dr. Speert also spoke about the achievements of retired Professor of Biology, Martin Hahn, who is being recommended to the Board for Emeritus status.

COMMITTEE REPORTS:

FINANCE AND AUDIT COMMITTEE:

Mr. Taylor reported on the meeting of the Finance and Audit Committee of November 18, 2008. The Committee reviewed the enrollment numbers for summer '08, fall '08 and the forecast for spring '09. The IRS has randomly selected 400 universities to participate in an audit and William Paterson is among the group. The audit will focus on non-educational income, endowment management, and executive compensation. The financial management dashboard indicators were also reviewed by the Committee. Mr. Taylor introduced Ms. Shelly Masi, partner at KPMG, who presented a brief overview of the external audit performed at the University for the period 7/1/07-6/30/08. Mr. Taylor presented the following resolutions for approval, as recommended by the Finance and Audit Committee:

It was moved and seconded to adopt the following resolution:

12-08-2 RESOLUTION, EXTERNAL AUDIT (Appendix 2)

The resolution was unanimously adopted.

Mr. Jeff Floyd, Internal Auditor, gave a presentation on the Internal Audit functions he performs, his background in this field, the processes and controls he has implemented, and his reporting relationship with the Board and Administration. The Board thanked Mr. Floyd for the information provided.

It was moved and seconded to adopt the following resolution:

12-08-3 RESOLUTION, FY2010 OPERATING BUDGET REQUEST (Appendix 3)

The resolution was unanimously adopted.

It was moved and seconded to adopt the following resolution:

12-08-4 RESOLUTION, WINTER SESSION TUITION AND FEES (Appendix 4)

The resolution was unanimously adopted.

It was moved and seconded to adopt the following resolution:

12-08-5 RESOLUTION, BID WAIVERS (Consent Agenda) (McCarter & English, LLP; MTS Telecommunications Management; Catholic Family and Community Services; TNT Educational Services, Inc.; Greater Talent Network; American Program Bureau; Environmental Connection, Inc.; Cambridge Construction Management, Inc.) (Appendix 5)

- BID WAIVER, MCCARTER & ENGLISH, LLP
- BID WAIVER, MTS TELECOMMUNICATIONS MANAGEMENT
- BID WAIVER, CATHOLIC FAMILY AND COMMUNITY SERVICES
- BID WAIVER, TNT EDUCATIONAL SERVICES, INC.
- BID WAIVER, GREATER TALENT NETWORK
- BID WAIVER, AMERICAN PROGRAM BUREAU.
- BID WAIVER, ENVIRONMENTAL CONNECTION, INC.
- BID WAIVER, CAMBRIDGE CONSTRUCTION MANAGEMENT, INC.

The resolution was unanimously adopted

PERSONNEL COMMITTEE:

Dr. Fan presented the following resolutions for approval as recommended by the Personnel Committee:

It was moved and seconded to adopt the following resolution:

12-08-6 RESOLUTION, EARLY TENURE FOR SUSAN DINAN (Appendix 6)

The resolution was unanimously adopted.

It was moved and seconded to adopt the following resolution:

12-08-7 RESOLUTION, VARIOUS PERSONNEL MATTERS (CONSENT AGENDA)  
(Appendix 7)

The resolution was unanimously adopted.

INSTITUTIONAL DEVELOPMENT COMMITTEE:

Mr. Gruel reported that it is an extremely difficult environment to be successful in fundraising efforts. However, VP Deller and her staff have been able to meet and achieve their goals consistent with the dashboard indicators set for them. An outreach program is ongoing to connect with recent graduates and young alumni. Several events have been conducted in New York and nearby areas. Mr. Gruel encouraged the Board to be responsive to Foundation requests for donations. The goal is to have 100% participation by the Board regardless of the amount of the contribution. This will reflect favorably on any grant applications we make.

EDUCATION POLICY COMMITTEE:

Mr. Pesce presented the following resolution, as recommended by the Committee, for approval:

It was moved and seconded to adopt the following resolution:

12-08-8 RESOLUTION, CONFERRING DEGREES, JANUARY, 2009 (Appendix 8)

The resolution was unanimously adopted.

Mr. Pesce reported that the Committee met on November 14 and received an update on grants received, highlighting nursing and science education. Dashboard indicators on faculty were reviewed, including percentage of faculty with terminal degrees, faculty/student ratios, and faculty diversity. The trends are positive and consistent with the targets established by the Board. Mr. Pesce reported that the Committee also discussed the early alert program, which brings support resources to students in need early in the semester, the pilot program of faculty mentoring, an update on the academic plan and the role of the Board in the process. The Board will be responsible for approving the process and principles used in developing the Academic Plan, but not the individual academic program proposals contained in the Plan, each of which will come to the Education Policy Committee individually.

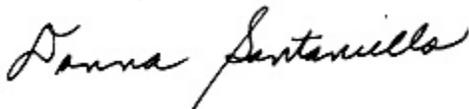
STUDENT AFFAIRS COMMITTEE:

Mr. Jackson reported that the Committee met on November 14 and received the report of the special elections held resulting in a new student trustee, Jennifer Bauer. Dr. Martone reported to the committee on recent open houses conducted with a record-breaking attendance of 950+. Registrations have increased as a result of renewed outreach efforts to guidance counselors. It was suggested to incorporate information on the new Science Building in the Open House presentations as a marketing tool for future students. A new assessment tool is being used to collect real time evaluations and feedback from students on our programs and measure student satisfaction. Enrollment management efforts were discussed at length.

OTHER BUSINESS:

At approximately 1:10 p.m. there being no further business, a motion was made and seconded for the meeting to be adjourned. The motion carried unanimously.

Respectfully submitted,



Donna Santaniello  
Assistant to the President  
and Board of Trustees

12/5/08

**12-08-1                    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 with the Deputy Attorney General, a review of active litigation matters, and real estate matters, and be it therefore

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

**12-08-2                      RESOLUTION, EXTERNAL AUDIT – FISCAL YEAR 2008**

RESOLVED:                      That the Board of Trustees of William Paterson University accepts the audit of the University Statement of Net Assets; Statement of Revenues, Expenses and Changes in Net Assets; and Statement of Cash Flows for the period July 1, 2007 through June 30, 2008 as presented by the independent auditor, KPMG.

**12-08-3                    RESOLUTION, FISCAL YEAR 2010 OPERATING BUDGET  
REQUEST**

RESOLVED:            That the Board of Trustees of William Paterson University approves the FY 2010 Budget Request for transmittal to the Department of Treasury for the support of 7,146 undergraduate FTEs and 693 graduate FTEs, for 7,839 FTEs consisting of the following components:

	(000)
Base Budget	\$38,674
Priority Budget	26,771
Tuition and Other Fees*	<u>63,696</u>
Total	\$129,141

\*Based on FY 2009 tuition and fee rates.

12-08-4

**RESOLUTION, WINTER SESSION TUITION AND FEES**

RESOLVED: That the Board of Trustees of William Paterson University of New Jersey approves the following tuition and fee structure for courses effective Winter Session 2008-09:

	<u>In-State</u>	<u>Out-of-State</u>
<u>One-Credit</u>		
Undergraduate	\$370	\$580
Graduate	\$600	\$910
<u>Two-Credit</u>		
Undergraduate	\$620	\$1,040
Graduate	\$1,080	\$1,700
<u>Three-Credit</u>		
Undergraduate	\$870	\$1,500
Graduate	\$1,560	\$2,490
<u>Four-Credit</u>		
Undergraduate	\$1,120	\$1,960
Graduate	\$2,040	\$3,280

*Adopted by the Board of Trustees of The William Paterson University of New Jersey at its December 5, 2008 meeting.*

**12-08-5 RESOLUTION, BID WAIVERS (Consent Agenda)**  
**(McCarter & English, MTS Telecommunications Management, Catholic Family and Community Services, TNT Educational Services, Inc., Greater Talent Network, American Program Bureau, Environmental Connection, Inc., and Cambridge Construction Management, Inc.)**

- WHEREAS: The New Jersey State College Contracts Law permits waivers of advertising for public bids for certain specified purchases in excess of \$28,300, and
- WHEREAS: The Law requires that such waivers shall be approved by the Board of Trustees, and
- WHEREAS: At its meeting of November 18, 2008, the Finance and Audit Committee of the Board of Trustees reviewed proposed waivers as detailed in the list below, and
- WHEREAS: The Finance and Audit 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 Finance and Audit Committee unanimously 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 approves the waivers described in the attached documents.

<b>Vendor</b>	<b>Not To Exceed Amt.</b>
McCarter & English, LLP	\$ 50,000
MTS Telecommunications Management	\$ 40,000
Catholic Family and Community Services	\$ 79,000
TNT Educational Services, Inc.	\$ 1,300,000
Greater Talent Network	\$ 41,000
American Program Bureau	\$ 89,000
Environmental Connection, Inc.	\$ 50,000
Cambridge Construction Management, Inc.	\$ 2,786,600

*Adopted by the Board of Trustees of The William Paterson University of New Jersey at its December 5, 2008 meeting.*

**BID WAIVER, McCARTER & ENGLISH, LLP**

RESOLVED: That pursuant to Subsection 5. a. (1) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with the firm of McCarter & English, LLP of Newark, New Jersey, for legal services pertaining to Science Building Bid litigation matters. The cost is not to exceed \$50,000.

**BID WAIVER, MTS TELECOMMUNICATIONS  
MANAGEMENT**

**RESOLVED:** That pursuant to Subsection 5.a. (19) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with MTS Telecommunications Management, Bellevue, Washington, for software and information system services associated with telecommunications management. The fee is not to exceed \$40,000 in Fiscal Year 2009.

**BID WAIVER, CATHOLIC FAMILY AND COMMUNITY  
SERVICES**

RESOLVED: That pursuant to Subsection 5.a. (15) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Catholic Family and Community Services, Paterson, New Jersey, as required by a grant from the Grandparent Resources and Caregiver Initiative Alliance providing outreach and case management services. The fee is not to exceed \$79,000.

**BID WAIVER, TNT EDUCATIONAL SERVICES, INC.**

RESOLVED: That pursuant to Subsection 5. a. (15) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to extend an agreement with TNT Educational Services, Inc., Parsippany, New Jersey, for the purpose of providing professional non-credit instructional programs. The contract amount for the period July 1, 2008 to June 30, 2009 shall be revised from \$500,000 to \$1,300,000.

**BID WAIVER, GREATER TALENT NETWORK**

RESOLVED: That pursuant to Subsection 5.a. (16) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Greater Talent Network, New York, New York, to provide speakers for the October 10, 2008 Distinguished Lecturer Series. The cost is not to exceed \$41,000.

**BID WAIVER, AMERICAN PROGRAM BUREAU**

RESOLVED: That pursuant to Subsection 5.a. (16) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with American Program Bureau, Newton, Massachusetts, to provide speakers for the November 21, 2008 and January 30, 2009 Distinguished Lecturer Series. The cost is not to exceed \$89,000.

**BID WAIVER, ENVIRONMENTAL CONNECTION, INC.**

RESOLVED: That pursuant to Subsection 5. a. (15) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Environmental Connection, Inc. of Trenton, New Jersey, for professional services related to abatement of hazardous material in Phase I of the

**BID WAIVER, CAMBRIDGE CONSTRUCTION  
MANAGEMENT, INC.**

RESOLVED: That pursuant to Subsection 5.a. (15) of the New Jersey State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to modify the contract with Cambridge Construction Management, Inc., Somerville, New Jersey, for the purpose of providing construction management services and litigation support relating to the addition and renovation of the Student Center and Wayne Hall. This resolution revises the maximum fee for these services from \$2,636,000 to \$2,786,600 including reimbursables, and extends their services from June 30, 2008 to December 31, 2008.

**12-08-6                      RESOLUTION, EARLY TENURE FOR SUSAN DINAN**

WHEREAS:                      Dr. Susan Dinan was appointed as Associate Professor in the Department of History and Director of the Honors College in September 2005, and has undertaken academic and administrative responsibilities consistent with that appointment; and

WHEREAS:                      Dr. Dinan has established a record as an excellent teacher and scholar and had earned tenure prior to her appointment at William Paterson University; and

WHEREAS:                      The Retention Committee of the Department of History has recommended that Dr. Dinan be reappointed with tenure and Dean Isabel Tirado and Provost and Senior Vice President Weil concur in this recommendation; and

WHEREAS:                      The President has reviewed Dr. Dinan's vita and supporting materials and recommends the granting of tenure; and

WHEREAS:                      N.J.S.A. 18A:60-9 permits the Board of Trustees to award tenure by exceptional action following two years of service to the University; therefore, be it

RESOLVED:                      That the Board of Trustees of the William Paterson University of New Jersey confers tenure as Associate Professor of History on Dr. Susan Dinan effective September 1, 2009.

**12-08-7                    RESOLUTION, VARIOUS PERSONNEL MATTERS  
(Consent Agenda)**

RESOLVED:            That the Board of Trustees approves the various personnel matters as recommended by the President including reappointments of faculty in their third, fourth and fifth years of service, (including reappointments conferring tenure); reappointments of librarians in their third, fourth, and fifth years of service; non teaching professional staff in their third, fourth and fifth years of service, (including reappointments to initial multi-year contracts); annual reappointments of higher education managers; emeritus status; Master Tutor Budget for Fall 2008, and various appointments, reappointments, leaves of absence, retirements, resignations, and other corrections and changes in employee status, and directs that the actions be listed in the minutes of this meeting.

## **FACULTY REAPPOINTMENTS**

RESOLVED: That the Board of Trustees approves the reappointments of faculty members for the academic year 2009-2010 and directs the President of the University to send appropriate notification.

### *For One-Year Reappointments September 1, 2009–June 30, 2010*

Nadine Aktan, Instructor, Nursing

\*Jason Ambroise, Assistant Professor, History

Heejung An, Assistant Professor, Elementary & Early Childhood Education

Kelli Jean Asada, Assistant Professor, Communication

\*Jane Austin, Assistant Professor, Psychology

Laura Berness, Assistant Professor, Psychology

Judith Broome, Assistant Professor, English

Lorra Brown, Assistant Professor, Communication

\*Marina Budhos, Assistant Professor, English

\*Jeanne D'Haem, Assistant Professor, Special Education & Counseling

Claire Donaghy, Associate Professor, Nursing

Barbara Duffy, Instructor, Nursing

\*Justina Ekeocha, Assistant Professor, Psychology

Paula Fernandez, Assistant Professor, Sociology

Gennifer Furst, Assistant Professor, Sociology

David Gilley, Assistant Professor, Biology

Diana Judd, Assistant Professor, Political Science

Rajender Kaur, Assistant Professor, English

David Koistinen, Assistant Professor, History

\*Salika Lawrence, Assistant Professor, Secondary & Middle School Education

\*Arnold Lewis, Assistant Professor, Political Science

\*Payton Macdonald, Assistant Professor, Music

*For One-Year Reappointments September 1, 2009–June 30, 2010 (Cont'd)*

- \*Nicole Magaldi, Assistant Professor, Communication Disorders
- Kendall Martin, Assistant Professor, Biology
- Maureen Martin, Assistant Professor, English
- Lizy Mathew, Instructor, Nursing
- Scott McDonough, Assistant Professor, History
- \*Lucia McMahan, Assistant Professor, History
- Kelly McNeal, Assistant Professor, Secondary & Middle School Education
- Mulgrew Miller, Associate Professor, Music
- \*Christopher Mulrine, Associate Professor, Special Education & Counseling
- David Nacin, Assistant Professor, Mathematics
- Balmurli Natrajan, Assistant Professor, Anthropology
- \*Timothy Newman, Assistant Professor, Music
- \*Keith Obadike, Assistant Professor, Communication
- Keumjae Park, Assistant Professor, Sociology
- \*Michael Peek, Assistant Professor, Biology
- \*Cesar Perez, Assistant Professor, Marketing & Management
- Lauren Razzore, Assistant Professor, Art
- \*Robb Rehberg, Assistant Professor, Kinesiology
- Lynne Rogers, Associate Professor, Music
- Julie Rosenthal, Assistant Professor, Elementary & Early Childhood Education
- Robin Schwartz, Assistant Professor, Art
- \*Gladys Scott, Assistant Professor, Languages & Cultures
- Rosa Soto, Assistant Professor, English
- \*Aaron Tesfaye, Assistant Professor, Political Science
- \*Michael Thompson, Assistant Professor, Political Science
- Benjamin Vilhauer, Assistant Professor, Philosophy
- \*Carey Waldburger, Assistant Professor, Biology
- \*Linnea Weiland, Associate Professor, Elementary & Early Childhood Education
- \*Creates tenure status

*Adopted by the Board of Trustees of The William Paterson University of New Jersey at its December 5, 2008 meeting.*

## **LIBRARIAN REAPPOINTMENTS**

RESOLVED: That the Board of Trustees approves the reappointments of librarians for the period July 1, 2009 – June 30, 2010 and directs the President of the University to send appropriate notification.

### *For One-Year Reappointments July 1, 2009 – June 30, 2010*

Anthony Joachim, Librarian 3

Mark Sandford, Librarian 3

Raymond P. Schwartz, Librarian 2

## **PROFESSIONAL STAFF REAPPOINTMENTS**

RESOLVED: That the Board of Trustees approves the reappointments of professional staff for the period July 1, 2009–June 30, 2010 and for the period July 1, 2009 –June 30, 2012 and directs the President of the University to send appropriate notification.

### For One-Year Reappointments July 1, 2009 – June 30, 2010

Donald Bennett, Financial Manager, Student Government Association (Asst. Dir. 2)

Steven Colon, Assistant Director, Educational Opportunity Fund Program (Asst. Dir. 2)

Theresa Cruz Paul, Assistant Director, Advisement & Career Development Center (Asst. Dir. 3)

Nadia Esposito Di Marcantonio, Graphic Designer, Publications (Asst. Dir. 2)

Rebecca Fegeley, Coordinator of Residence Education, Residence Life (Prof. Serv. Spec. 2)

Louis Hamel, Director of Audience Services, University Performing Arts (Asst. Dir. 2)

Donald Hebert, Sales Performance Consultant, Russ Berrie Institute (Asst. Dir. 1)

Joanne Johnson, Sales Performance Consultant, Russ Berrie Institute (Asst. Dir. 1)

Neil Kalb, Program Assistant, Nursing (Prof. Serv. Spec. 3)

\*Jaclyn Norberg, Assistant Athletic Trainer, Athletics (Prof. Serv. Spec. 3, 10 Mos.)

Suzanne Ogden, Curator, Visual Resources Collection, Art (Prof. Serv. Spec. 3)

Tashi Oyola, Assistant Director, Admissions (Asst. Dir. 4)

Denise Pignato, Academic Advisor/Career Counselor, Advisement & Career Development Center (Prof. Serv. Spec. 2)

Deborah Sheffield, Academic Advisor/Career Counselor, Advisement & Career Development Center (Prof. Serv. Spec. 2)

For One-Year Reappointments July 1, 2009 – June 30, 2010 (Cont'd)

Kenneth Templin, Support Specialist, Information Systems (Prof. Serv. Spec. 3)

Elizabeth Van Dyk, Nurse Practitioner, Health & Counseling (Prof. Serv. Spec. 1)

Christina Vella, Counselor, Admissions (Prog. Asst.)

\*August 17, 2009 – June 15, 2010

For Three-Year Reappointments July 1, 2009 – June 30, 2012

Cristopher Alaya, Technical Support Specialist, Information Systems (Prof. Serv. Spec. 2)

\*Lindsay Bard, Head Field Hockey Coach, Athletics (Prof. Serv. Spec. 3, 10 Mos.)

Patricia Bush, Laboratory Technician, Biology (Prof. Serv. Spec. 4)

Diana Krohnert, Manager, Data Base Administration, Institutional Advancement (Prof. Serv. Spec. 3)

Lynn Lazar, Prospect Researcher, Institutional Advancement (Prof. Serv. Spec. 3)

Housen Maratouk, Instructional Designer, Instruction Research & Technology (Prof. Serv. Spec. 3)

Meredith McCarthy, Associate Director, Annual Fund, Institutional Advancement (Asst. Dir. 3)

John McTighe, Counselor, Health & Counseling (Prof. Serv. Spec. 2)

James Miles, Assistant Director, Languages and Cultures (Asst. Dir. 4)

Melissa Reynolds, Assistant Director, Campus Activities and Student Leadership (Asst. Dir. 3)

Maribel Rodriguez, Assistant Director, Campus Activities and Student Leadership (Asst. Dir. 3)

Pamela Vovchuk, Program Assistant, Library Services

Christopher Weber, Laboratory Technician, Art (Prof. Serv. Spec. 3)

\*August 3, 2009 – June 1, 2012

**MANAGERIAL STAFF REAPPOINTMENTS**

RESOLVED: That the Board of Trustees approves the reappointments of managerial staff for period July 1, 2009-June 30, 2010 and directs the President of the University to send appropriate notification.

Managerial Staff Reappointments July 1, 2009–June 30, 2010

Diane Ackerman	Jill Guzman	Ana Maria Schuhmann
Sambhu Basu	Stephen Hahn	Spencer Scott
Sandra Bemby	Michael Horvath	Robert Seal
Robert Bennett	Nina Jemmott	Glen Sherman
Leonard Bogdon	Manmeet Kohli	William Siegrist
Stephen Bolyai	Barbara Kurek	John Sims
Joseph Caffarelli	Barbara Kushner	Frank Sommo
Eusebio Castro	Anthony Leckey	Louis Szucs
Anthony Cavotto	Danielle Liautaud	Francesco Tedesco
Ramzi Chabayta	Melissa Lorah	Bernadette Tiernan
Anne Ciliberti	Eileen Lubeck	Isabel Tirado
Cindy Cohen	John Martone	Raymond Torres-Santos
Kim Daniel-Robinson	Stephanie Mc Gowan	Nina Trelisky
Janet Davis-Dukes	Jonathan McCoy	Kathleen Unger
Mary DeBlasio	Margaret Meth	John Urinyi
Patrick DeDeo	Sandra Miller	Amanda Vasquez
Sandra Deller	Kathleen Muldoon	Yvette Viera-Villanueva
Jonnine Deloatch	Joanne Nigrelli	Bal Raj Vohra
Sandra DeYoung	Nancy Norris-Bauer	Jeffrey Wakemen
Francisco Diaz	Nancy Norville	Roland Watts
Thomas Depietro	Colleen O'Connor	Edward Weil
Joanna Doyle	Carmen Ortiz	Martin Williams
Mark Evangelista	Louis Poandl	Patricia Williams
Brian Fanning	John Polding	Pamela Winslow
Dorothy Feola	Kara Rabbitt	Jane Zeff
Jeffrey Floyd	Christine Reed	
Pamela Fueshko	Elizabeth Riquez	
Jean Fuller-Stanley	Denise Robinson-	
Rosemarie Genco	Lewis	
Cynthia Gennarelli	Sharon Rosengart	
Stuart Goldstein	Jacqueline Safont	
Sabrina Grant	Librada Sanchez	
Rogernelle Griffin	Donna Santaniello	
Samuel Griggs	Marc Schaeffer	
	Kenneth Schneider	

*Adopted by the Board of Trustees of The William Paterson University of New Jersey at its December 5, 2008 meeting.*

**EMERITUS STATUS**

RESOLVED: That the Board of Trustees of The William Paterson University of New Jersey, in recognition of his years of dedicated service to William Paterson University, approves the granting of Emeritus Status to:

Martin Hahn, Department of Biology



FOR ACTION BY THE BOARD OF  
TRUSTEES AT THE  
DECEMBER 5, 2008 MEETING

William Paterson University Personnel Matters							
Personnel Action	Name	Position	Department	Range	Step	Salary	Effective Date
<b>LEAVES OF ABSENCE:</b>	Eliana Antoniou Maternity**	Assistant Professor	Mathematics	U22	10	\$71,235.03	10/21/08-12/5/08
	Robin Nemeroff Medical** 3/4 time	Assistant Professor	Psychology	U25	10	\$82,473.24	9/12/08-10/13/08
	Robin Nemeroff Medical** 1/4 time	Assistant Professor	Psychology	U25	10	\$82,473.24	10/14/08-12/20/08
<b>RETIREMENTS:</b>	Caroline Doyle	Assistant Director (Asst. Dir. 2, SC)	Registrar	U24	12	\$83,936.76	12/31/08
	Robert Murphy	Professional Services Spec. 1	Instruction & Research Technology	U27	12	\$97,199.07	12/1/08
<b>RESIGNATIONS:</b>	Juan Griles	Asst. Coach - Men's Basketball	Athletics	-	-	\$5,200.00	9/11/08
	William Healy	Visiting Professor Executive in Residence	Professional Sales	U30	5	\$87,103.20	8/30/08
	Joanna Holcombe	Librarian 3	Library	U22	7	\$63,864.62	11/28/08
<b>**Leave without pay after expiration of eligible sick leave</b>							
<b>CHANGE IN ASSIGNMENT:</b>							
Brenda Harris, Prof. Services Spec. 1, Office of the Registrar, to Prof. Services Spec. 1, Center for Student Services, eff. 9/15/08							
<b>CHANGE IN STATUS:</b>							
Judith Avrin, VALE Coordinator, (Admin. Asst. 2, 12 mos.) from .50 to .60 U20, Step 12, \$41,442.37 eff. 11/1/08							
Keyana Darby, Asst. Dir. Financial Aid, (PSS4, SC), from temporary to permanent, Range U18, Step 4, \$46,473.07 eff. 9/22/08							
<b>CHANGE OF TITLE:</b>							
Diane Ackerman, from Director 2, SC, Financial Aid, D30, \$81,650.00 to Financial Aid Information Specialist (Assoc. Dir. 2, SC), D27, \$81,650.00 eff. 9/27/08							

FOR ACTION BY THE BOARD OF  
TRUSTEES AT THE  
DECEMBER 5, 2008 MEETING

William Paterson University Personnel Matters							
Personnel Action	Name	Position	Department	Range	Step	Salary	Effective Date
<b>CHANGE OF TITLE AND SALARY:</b>							
Nadine Aktan, Nursing, from Instructor, U18, Step 12, \$62,632.25 to Assistant Professor, U25, Step 7, \$73,938.14 eff 11/1/08 - received Ph.D							
Bernard Jones, Special Ed. & Counseling, from Instructor, U18, Step 12, \$60,808.01 to Assistant Professor, U22, Step 7, \$63,864.62 eff. 9/1/08 received Ph.D.							
Melissa Lorah, from Asst. Dir. 4, SC Admissions, U20, Step 9, \$62,384.34 to Associate Director, Admissions (Assoc. Dir. 2, SC), D27, \$73,000.00 eff. 9/29/08							
<b>EXTENSION OF LEAVE OF ABSENCE:</b>							
James Wilkerson, Associate Professor, Accounting and Law, U28, Step 12, \$102,060.46 Medical Leave** extension from 12/2/08-3/1/09							
<b>EXTENSION OF TEMPORARY CHANGE OF TITLE AND SALARY:</b>							
Samuel Griggs, Institutional Development, from Director 3, S.C., D28, \$100,000.00 to Interim Exec. Director of Development, D28 \$110,000.00 eff. 10/1/08-6/30/09							
<b>PART-TIME TEMPORARY APPOINTMENTS:</b>							
Donna Evertsen, Professional Services Spec. 4, SC, Nursing, 4 credits @ \$1300./credit - \$5,200.00 eff. 11/1/08-12/24/08							
Michelle Jones, Asst. Women's Basketball Coach, Athletics, \$4500.00 eff. 10/11/08-5/30/09							
<b>PART-TIME TEMPORARY REAPPOINTMENTS:</b>							
Michelle Caso, PSS4, Communication Disorders, 8 credits @ \$1300./credit - \$10,400.00, eff 9/1/08-12/20/08							
Aileen Collucci, PSS4, Communication Disorders, 8 credits @ \$1300./credit - \$10,400.00 eff. 9/1/08-12/20/08							
Evalyn Lambert, PSS4, Communication Disorders, 8 credits @ \$1300./credit - \$10,400.00 eff. 9/1/08-12/20/08							

*Adopted by the Board of Trustees of The William Paterson University of New Jersey at its December 5, 2008 meeting.*

Appendix 7  
 Minutes of the  
 December 5, 2008  
 Board Meeting



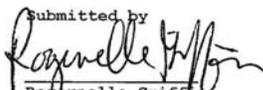
ACADEMIC SUPPORT CENTER  
 300 POMPTON ROAD • WAYNE, NEW JERSEY 07470-2103  
 973.720.3324/2563 FAX 973.720.2588

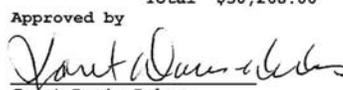
ACADEMIC SUPPORT CENTER RECEIVED  
 Hunziker Wing 218-259  
 Master Tutor Budget (Revised)  
 Fall Semester - 2008  
 FOR CONSIDERATION BY THE BOARD OF TRUSTEES  
 OCT 30 AM 8:49

NAME, DATE OF HIRE and DEGREE	AREA OF TUTORING	WEEKLY HOURS	MAXIMUM # HOURS FALL 2008	HOURLY RATE	MAXIMUM SALARY	BUDGET LINE
Karen Amato 1/78 - M ED	Math All Levels Econ 201	10	140	\$18.00	2,520.00	Academic Support Center
Kenneth Cappetta 9/05 - PH D	Italian 110,111 Spanish 110,111 French 110,111 Anth 130; Psy 110,210,220 Soc.101,102,214 215; Hist 101,102 ESL/Linguistics All levels	10	140	18.00	2,520.00	Academic Support Center
Judy Chen 10/08 - B.S.	Chinese (All Levels)	4	32	14.00	448.00	Academic Support Center
Giovanna Cicillini 1/94 - M.A.	Italian 110,111;Span 110,111; Communications All Levels	6	84	18.00	1,512.00	Academic Support Center
Janice Cori- Cobb 9/07 - M. A.	History, Psychology Anthropology	4	56	16.00	896.00	Academic Support Center
Philippe Eberhard 11/01 - PH D	Phil 110 French, German and Latin All levels	4	56	18.00	1,008.00	Academic Support Center
Thomas Fein 4/08 - B.S	Math All Levels	8	56	16.00	1,792.00	Academic Support Center
Jeff Floyd, Jr. 1/06-B.A.	Math, History, Psychology	6	84	16.00	1,344.00	Academic Support Center
Andres Guillen 9/06 - B.S.	Econ 201;Math 106,140,145 Span110;Fr110; It. 110	15	210	16.00	3,360.00	Academic Support Center
Sahar Jendi 11/99 - M. A.	Arabic	2	28	18.00	504.00	Academic Support Center

NAME DATE OF HIRE DEGREE	AREA OF TUTORING	WEEKLY HOURS	MAXIMUM # OF HOURS FALL 2008	HOURLY RATE	MAXIMUM SALARY	ACADEMIC SUPPORT CENTER
Mariandre Louis- Ferdinand 9/04 - B.A.	French All Levels Spanish 110	5	70	16.00	1,120.00	Academic Support Center
Emeka Onwubu 9/2000 - PH D	Math All Levels, German 110 Sociology All Levels	15	210	18.00	3,780.00	Academic Support Center
Jason Primavera 9/08 - B.A.	Philosophy Communications Math	4	56	14.00	784.00	Academic Support Center
Deborah Russell 9/96 - B.A.	Math	15	210	16.00	3,360.00	Academic Support Center
Joanne Schifano 1/98 - M.A.	Math	7	98	18.00	1,764.00	Academic Support Center
Edwin Torres 5/08 - B.S.	Math 106.110,111,115 1,116,160,161	9	126	14.00	1,764.00	Academic Support Center
Thomas Wetmore 1/09 - B.A.	History and Political Science All Levels/ Math	8	112	16.00	1,792.00	Academic Support Center

Total \$30,268.00

Submitted by  
  
 Rogernele Griffin,  
 Associate Director,  
 Academic Support Center  
 10/23/08  
 Date

Approved by  
  
 Janet Davis-Dukes,  
 Director,  
 Division of Academic Development  
 10/23/08  
 Date

fm

Appendix 8  
Minutes of the  
December 5, 2008  
Board Meeting

**12-08-8**

**RESOLUTION, CONFERRING OF DEGREES**

RESOLVED:

That the Board of Trustees of The William Paterson University of New Jersey approves the conferring of degrees for January 2009 in accordance with the certification of the President. The record of each individual's name and the degree conferred shall be included in the minutes of this meeting.

**12-08-9**

**RESOLUTION, RECOGNITION OF DISTINGUISHED SERVICE,  
MS. CARLA TEMPLE**

WHEREAS: Carla Temple has concluded nearly 10 years of distinguished service to the citizens of New Jersey, the University community, and the Board of Trustees; and

WHEREAS: Carla Temple served as Vice-Chair of the Board for two years, Secretary of the Board for two years, member of the Board's Executive Committee for four years, Chair of the Board's Personnel Committee for nine years and as a member of the Board's Education Policy Committee for nine years; and

WHEREAS: Guided by her leadership as Chair of the Personnel Committee, the University carried out its personnel policies with equity, compassion, appropriate transparency and public accountability; and

WHEREAS: Her capacity to bring people together and to move us collectively forward toward fulfilling our common goals represents the best in public trusteeship; and

WHEREAS: As a result of her service, New Jersey's citizens, William Paterson's students, faculty, and staff – then, now and in the future – and her colleagues on the Board are better as a result of her time with us; therefore, be it

RESOLVED: That the Board of Trustees of William Paterson University extends its heartfelt thanks and profound appreciation for her service and extends its very best wishes to her and her family