

The BULLETIN

WPC

VOL.11, NO. 2

WILLIAM PATERSON COLLEGE

OCTOBER 28, 1996

Incentive Grants Announced

One hundred and thirty incentive grant proposals have been funded in a key initiative by Executive Vice President and Provost Chernoh Sesay to support the concerns and needs identified in last year's Comprehensive Analysis.

Amounts varying from \$500 to \$100,000 will support efforts such as a summer field studies program for minority students to promote their success in biology, new collections and extended hours of service for the library, increased faculty development and research opportunities and a WPC Police Security Plan including a student patrol and video camera surveillance.



Chernoh Sesay

Will Croteau

Gruel Elected Chair of Board of Trustees

Frederick L. Gruel, president and CEO of the AAA New Jersey Automobile Club and its subsidiary, the AAA New Jersey Insurance Agency, Inc., has been elected chair of the Board of Trustees.

Robert Taylor, former vice president of AT&T Resource Management, was named vice chair and Gwendolyn P. Taylor, vice president of human resources at Bellcore in Morristown, N.J. was elected secretary.

Gruel was appointed to the board in 1992 and has served as chair of its personnel committee. Prior to joining AAA, he held a number of positions in post-secondary education including vice president of administration and finance at Thomas A. Edison State College in Trenton, and assistant director of the office of community

college programs at the New Jersey Department of Higher Education. From 1970 to 1976, he was associated with New York City Community College, City University of New York (CUNY) in a number of positions including acting business manager and adjunct associate professor of accounting.

A graduate of Fordham University with a B.S. degree in economics, he holds an M.B.A. from Florida State University in Tallahassee.

Gruel is a board member of the New Jersey State Safety Council, treasurer and past chair of the Employers Association of New Jersey, vice president of the Friends of Washington Valley Library, and a past board member of the Somerset/Hunterdon chapter of the American Heart Association.



Frederick L. Gruel

Robert Taylor

Taylor is the college's representative to the New Jersey State Colleges Governing Board Association and was chair from July 1994 to June 1996 during the restructuring of higher education in New Jersey. He serves as chair of the WPC Board's finance and audit committee and the presidential assessment committee. Taylor joined New Jersey Bell as a student engineer after obtaining a degree in

(Continued on page 4)



Michael Chalk

Wellness Program Keeps Mind, Body, Spirit Fit: A campus-wide Wellness Program for students, faculty, staff and alumni, now in its second year, got in full stride during "Wellness Week," September 23 to 27 with a one-mile campus walk led by President Arnold Speert, shown here with fellow hikers (l. to r.) Kathy Gill, Karen Hilberg, Jane Zeff, Don Phelps, Arlene Claxton, Rich Varron, Evelyn Lipscomb and Debra Wilson. Initiated in the fall of 1995 by the department of exercise and movement sciences and department of recreational services, the program features a full schedule of wellness lectures and physical activities throughout the academic year. Check the campus calendar for times and places, or call the Rec Center, x2777.

Inside

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Small Heads New Effort to Promote and Manage Diversity

"Either we all stand to win or we all stand to lose."

The words are those of William Small Jr., political science professor, who has been chosen by Executive Vice President and Provost Chernoh Sesay to lead a new plan for promoting and managing diversity at the college.

They reflect the seriousness of Small's commitment to reach across the campus and engage each individual in self-reflection and examination on diversity through dialogue with his or her colleagues.

The essence of the Small plan is contained in three sentences of the preamble to "Promoting and Managing Diversity at William Paterson College," a document released to the college in August.

Respect, Tolerance and Goodwill

"At William Paterson College, we must accept and promote the idea that diversity and equity are valuable and central to educational excellence, and that we are obligated to creating and maintaining a campus climate in which respect, tolerance, and goodwill guide everything we do as part of our commitment to educational quality. We must promote acceptance and appreciation of every person in our college community regardless of race, age, ethnicity, gender, sexual orientation, religious affiliation, ability or disability, national origin, or socioeconomic status. To achieve this goal, there must be a sense of ownership and responsibility for diversity at the local/unit levels of management at the college."

A Broad Spectrum

Created by a 17-member Diversity Sub-committee representing a broad spectrum of institutional leaders, the plan includes all sectors of the college community. Says Small: "Both student and professional leaders have been extended the opportunity to participate in establishing the parameters which define the planning process."

Eight Initiatives

Twenty-one units, headed by their top administrators, have been asked to establish their own committee or committees and take on the responsibility for the creation and authorship

Jane Bambrick, Librarian, leads the Information Technology Group in their discussion of how the diversity initiative should be developed and carried out in their unit.



Michael Chalk

for unit plans based on eight initiatives:

- Recruitment, hiring and retention
- Staff development and employment mobility
- Enhancement of employee morale
- Improved service delivery
- Instrument for self-evaluation of progress
- Implementation strategy including timelines, etc.
- All unit plans should be goal-oriented and specific in the recital of unit objectives.
- Committees, in the development of their plans, are encouraged to evaluate the issue of connectivity between themselves and the larger college community.

Units included are: academic, administrative, dean of students, enrollment management, finance and administration, institutional advancement, Faculty Senate, Student Government Association and auxiliary services. They will report back to the Diversity Sub-committee.

Unit committees working on their plans are being aided by a resource package compiled by Dona Fountoukidis, director of planning, research and evaluation, and librarians Jane Bambrick and Bob Wolk. Copies are available to everyone in the library.

Unique Aspect

Small explains the most unique aspect of the plan is its concept and definition of diversity. "The objective is not simply to hire in order to create a different institutional mix. It is not an initiative where we 'cast the net

widely to see what we catch';" he emphasizes.

The beneficiary class is more broad-based. "How we hire, recruit and retain new populations while we provide support and insure growth opportunities for all members of the college community are critical aspects of the planning process," says Small. "Improved employee morale, enhanced professional performance and the delivery of an elevated quality of service to all are integral components of the definition of diversity that is contained in this plan."

Speert Supports Plan

The new diversity plan is supported by President Arnold Speert who points out that the college's mission statement "extols us each to take active responsibility for our colleagues' learning. That responsibility includes providing and nurturing an environment which is rich with the perspectives that our many cultural and ethnic heritages provide. Our efforts to assure that our learning environment is enriched with diversity are critical to our success as a teaching and learning enterprise."

Small feels that if the college community is successful in this planning effort and moves forward to meet the challenges of the rapidly advancing 21st century, "our college/university will be a real and important 'Pioneer' in advancing the cause of higher education in this region of the country. This is what the Board, the president, the provost and I believe the vast majority of the WPC community wants for this institution," he states.

William Small



Craig Phillips

William Small Jr. came to the campus in 1970 to teach political science and Black studies and quickly moved into a wide variety of administrative positions until returning to the faculty in September 1990.

In 1971, he was named director of academic services as the result of an open search. Later, Seymour Hyman, who had assumed the presidency of the college after a long and distinguished career at CUNY, named him to his cabinet and, taking advantage of Small's law degree from Howard University, made him director of contract administration. In this position, he met weekly with Hyman and his executive assistant, and the two vice presidents at that time, to review issues critical to the management of the institution. In 1982, he was appointed dean of the School of Social Science, a position he held, with extra responsibilities as acting dean of the School of Humanities for the 1986-87 academic year, until September 1990 when he requested a leave and served as interim development coordinator for the Ralph Bunche Institute of International Studies for a year, after which he returned to the political science faculty.

Diversity Moves to Center Stage

While units within the college work at establishing their own agendas on how to move forward within the campus-wide diversity effort, other events encompassing many of the values expressed in the Small plan are taking place.

They include the MOST (Minority Opportunities through School Transformation) program, now in its third year, which each summer sends two students on MOST fellowships to intensive six-week institutes at Ph.D. -granting



Charley Flint, sociology, program coordinator of MOST, meets in the MOST office in Science Hall to discuss plans with, left to right, Miguel Madera, Marc Williams, Mark Molde and Kerleene Argilagos.

Craig Phillips

American Faculty and Staff Association, which included workshops and

speeches by members of the association, and the "New Jersey Many Faces-One Family International Food and Cultural Festival," coordinated by Dorian Douglas, assistant director of OME. The festival featured a keynote address by Lonna Hooks, New Jersey Secretary of State, and a delicious smorgasbord of dishes prepared by WPC community members to represent their culture or heritage.



Michael Chalki

"Sister to Sister" participants enjoy a special day. Pictured, left to right, seated, are Brenda Harris and Georgia Daniel, chair of the event, and standing, left to right, Anne Fairley, Osumba Benson, keynote speaker, and Ruby Milligan.

universities to develop their research and methodology skills. WPC is one of only 15 colleges in the U.S. participating in the program which is run out of the sociology department under a grant from the Ford Foundation secured by Vincent Parrillo.

Other events taking place at the college during the fall semester have included the day-long "Sister to Sister" Conference sponsored by the Ladies of the African-



Oh so good! Members of the campus community help themselves to some of the delicious ethnic dishes at the International Food and Cultural Festival in the Student Center Ballroom.

Craig Phillips

Hunziker, Maddocks, Norman Tomlinson and Kate Tomlinson are Legacy Honorees

Walter J. Hunziker, Jr., a third-generation lawyer of the firm Hunziker, Jones, Champion and Carras, P.A.; John H. Maddocks, vice president of public affairs of Public Service Electric & Gas Company; and Norman Tomlinson and Kate Tomlinson, third- and fourth-generation members of the family that founded and published the *Daily Record of Morristown* for 87 years; will be honored for their contributions to New Jersey's growth and development during the seventh annual Legacy Award Dinner at WPC on Saturday, November 16.

Hosted by the WPC Foundation, the \$150-a-plate event is designed to provide financial support for outstanding students who are destined to influence and shape the progress of our region in the years ahead. Since 1989, the dinner has raised more than \$250,000 for the college's scholarship fund.

The Legacy Award, given for "singular impact in shaping our region," is presented in the spirit of William Paterson, a founder of the city

grandfather, Gustav A. Hunziker (for whom WPC's Hunziker Hall was named), pre-eminent attorneys in the city of Paterson earlier this century. Now located in Wayne, the firm has a general civil practice. Hunziker has exerted profound influence upon communities in Passaic and Essex Counties through his civic and voluntary activities in Paterson, Passaic and Upper Montclair.

In high visibility public posts under three governors, Maddocks has worked to enhance the economic climate of the state. He served as first president of Renaissance Newark, Inc., a private non-profit corporation dedicated to the economic revitalization of that city's business district, and received the 1992 Humanitarian Award from the National Conference of Christians and Jews.

The Tomlinson name is synonymous with the print medium in Morris County. In 1900, Ernest B. Tomlinson founded the *Morristown Daily Record* newspaper. His son, Norman B. Tomlinson, Sr., managed

Jersey Monthly, and founding publisher of *New Jersey Bride*. She is currently serving as president of the City and Regional Magazine Association.

Together, the Tomlinsons are engaged in a broad array of community activities based in Morris County. The Tomlinson Family Foundation also provides financial support to health care, social service and arts organizations throughout the state.

For dinner reservations, please call Joe Tanis, executive director of the WPC Foundation, x3201.

Board Elections

(Continued from page 1)

mechanical engineering at Yale University and went on to spend 40 years with companies which were part of the Bell system. He retired from AT&T in 1987.

A member of the board of trustees of Thomas A. Edison State College from 1978 to 1989, he served as chair of the administration and finance committee of that institution. He also was chair of the Commission to Study the Mission, Financing and Governance of the County Colleges established by former Governor Brendon Byrne.

Gwendolyn Taylor

Gwendolyn Taylor was appointed to WPC's Board of Trustees in 1993 and serves on the personnel and nominating committees. Before joining Bellcore, she held a number of managerial and administrative positions at AT&T Bell Laboratories.

A graduate of North Carolina Central University, she has completed executive management programs at the Harvard Business School, University of Michigan and Amos Tuck Business School at Dartmouth College.

Taylor has received awards from corporate employee groups and community organizations for her continuing efforts to increase the recruitment and career growth of minorities in business. She is a founding and steering committee member of Jersey Jants, a cross-industry forum for senior human relations managers, and a member of the Board of Trustees of the American Institute for Managing Diversity at Morehouse College.



Walter J. Hunziker



Norman Tomlinson and Kate Tomlinson



John H. Maddocks

of Paterson who served his country as a member of the first United States Senate, New Jersey's second governor and a U.S. Supreme Court Justice.

Dennis Marco, vice president, Blue Cross/Blue Shield of New Jersey, heads the dinner committee. The event, to be held in the Student Center Ballroom, begins with cocktails at 7 pm, followed by dinner at 8 pm. A highlight of the evening will be a videotaped tribute to the honorees. Music will be provided by the WPC Student Jazz Ensemble.

Hunziker continues the legacy of his father, Walter J. Hunziker, and

and published the newspaper from the 1930s through the 1950s. It was then that Norman B. Tomlinson, Jr. became involved in the daily operations of the newspaper, first in its newsroom and later as its publisher. Tomlinson also started *New Jersey Monthly* magazine and eventually sold the *Daily Record* in 1987 in order to concentrate on magazine publishing. He became chairman of Micromedia Affiliates which publishes *New Jersey Monthly*, *New Jersey Bride*, and city and regional publications in Florida.

His daughter, Kate Tomlinson, is publisher and editor-in-chief of *New*

Legendary Trombonist J.J. Johnson Set for Jazz Room Finale

Legendary jazz trombonist J. J. Johnson joins the WPC Jazz Ensemble under the direction of Rufus

Reid for a special finale to the fall Jazz Room Series on Sunday, November 10 at 4 pm in the Shea Center for

Performing Arts on campus.

Considered to be the preeminent trombonist in jazz, Johnson came on the scene in the 1940s and was the first trombonist to successfully adopt and personalize the bebop vocabulary. He went on to work with Count Basie, Charlie Parker, Dizzy Gillespie, Miles Davis, Sonny Rollins and numerous others.

Johnson is also a composer and arranger whose works have been

played by Gillespie, Davis and Gunther Schuller. He wrote musical soundtracks for films and television, including the movies *Shaft* and *Barefoot in the Park*,



J.J. Johnson

and TV shows such as *The Mod Squad* and *That Girl*. His recently released CD, "Tangence" includes his famous composition "Lament," which is now a jazz classic.

Johnson, who received the National Endowment for the Arts Jazz Masters Award this year, currently tours with his own quintet. "His trombone playing, which has inspired a legion of younger artists, remains relevant and original," wrote Bob Young in the Boston Herald.

Reserved seat tickets for the concert are \$15 and \$13, depending on the section. For additional information, please call the Shea Center Box Office at x2371.

Lois Wolf Takes on New Role

In the 32 years she has been at the college, Lois Wolf, a political science professor, has always given her total commitment and best effort to her students, fellow faculty members, and the community at large.



Lois Wolf

Will Cornish

Now, she is being called upon to combine her knowledge of people, campus procedures and politics in order to play a new role — that of ombudsperson, a part-time position created by Executive Vice President and Provost Chernoh Sessay, to settle disputes and interpersonal conflicts quickly and informally in an attempt to prevent them from escalating into major problems.

"Lois Wolf is a statesperson," says Sessay. "She is seen as being fair and has the sensitivity to deal with people and establish lines of communication. Many issues arise because of a lack of communication about the issues involved in a disagreement," he points out.

While it is a part-time position, with three credits of released time, Wolf urges those who need her services to call her any time either at her office or home during the day or evening. She has scheduled office hours from 10:45 to 11:45 am on Tuesdays and Thursdays and from 1 to 2 pm on Thursdays. Her college extension is 3428; home number 201-731-6259. "No one should hesitate to call me," she exclaims. "We will arrange a mutually convenient time to talk."

Although as ombudsperson she will deal primarily with members of the AFT bargaining unit, which includes faculty, librarians and professional staff, Wolf says she is willing to lend her good offices to others who have interpersonal problems.

As a facilitator of mutual agreements, Wolf stresses she does not

have decision-making power and can only make recommendations. "I will set up informal, confidential conferences," she says, "because sometimes you just need someone to talk to or to get advice on college policies and procedures so conflicts can be settled on an informal, mutually agreeable basis."

Wolf says she will talk over her recommendations with the grieving parties. If there is no resolution, she will send a report, including the recommendations, to the appropriate dean or supervisor "who may have new insights or suggestions." Failure at this level would move the conflict to the executive vice president who would receive the written reports of his ombudsperson and the dean or supervisor.

Stressing that she can only recommend solutions, Wolf cautions that her role will not replace contractual grievance procedures. "People who have a problem should always be mindful of the time constraints to file a grievance in relevant cases," she says. "If and when the informal route is successful such a filed grievance can then be withdrawn," she points out. "But do protect yourself, and if you need more information call Bob Bing, the AFT grievance officer."

Why is this woman, who has served in so many important campus positions including five terms as chair of the Faculty Senate, the initial chair of the President's Advisory Planning Council, and on the executive board of the AFT, local 1796, willing to give so much of herself to this effort?

"I took the position because I'm optimistic that most people wish a pleasant working environment and that many problems are caused by misunderstandings," she says. "In all my work on this campus, I've gotten to know so many able and committed people whom I highly respect. We are all one family, and like a family, we sometimes have a few rough spots that need to be ironed out."

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Fitzwater and Meyers to Discuss Election Results

Former press secretaries Marlin Fitzwater and Dee Dee Meyers will speak about the results of the nation's presidential and congressional races on Friday, November 8, just three days after the elections, as guest lecturers of the Distinguished Lecturer Series.

Tickets will be available at the Shea Center Box office on the Monday prior to the lecture and can be purchased by calling the box office between 10:00 am and 1 pm at x2371. Prices are \$15 standard; \$12 for senior citizens and WPC faculty, staff and alumni; \$10 for non-WPC students and \$7 for WPC students. The lecture begins at 8 pm in Shea Center on campus.

Fitzwater, who served as White House press secretary from 1983 to



Marlin Fitzwater

1992 under Presidents Ronald Reagan and George Bush, is the only press secretary in history to be appointed by two presidents. He became known to millions of Americans as the voice of the 26-nation coalition during the daily unfolding of the 1991 war in the Persian Gulf.

Today Fitzwater is an author, lecturer and humorist whose presidential anecdotes, political analysis, and television commentary make him a world wide celebrity. His new book, *Call the Briefing!* is a best selling memoir of his ten years in the White House.

Fitzwater grew up on a small farm in Kansas and started his career as editor of a weekly newspaper. From 1972 to 1980, he was spokesman for the Environmental Protection Agency as the nation started a massive cleanup of its landscape.

Meyers, former press secretary to President Bill Clinton, was the first woman and youngest person to serve

as White House press secretary. Armed with sharp political instincts and an irreverent sense of humor, Meyers quickly earned the respect of the White House Press Corps and the nation with her intelligence and her ability to field a wide array of questions. After leaving the White House at the end of 1994, she became co-host of the popular political talk show *Equal Time* on the CNBC television network.

Meyers has worked on a variety of local, state and national political campaigns. In 1984, she assisted Vice President Walter F. Mondale's presidential campaign. In addition, she worked on Governor Michael Dukakis' presidential campaign in 1988, and for Senator Dianne Feinstein's gubernatorial campaign in 1990.



Dee Dee Meyers

In Memoriam: Swadesh Raj

Swadesh Raj, associate professor of chemistry and physics, died on Friday, September 20, 1996.

A member of the faculty since 1985, Raj came to WPC from Rutgers University, where she was an assistant professor of chemistry from 1983, and before that, worked as a technical consultant for G.I. Corporation, a coal specialist for EBASCO Services, Inc., a research associate at City College of New York and a research assistant at Pennsylvania State University. She received her Ph.D. from Pennsylvania State University and her M.Sc. and B.Sc. from Agra University, India.

A specialist in chemical analysis, Raj's areas of research included coal chemistry, the use of fossil fuel in the production of energy and its environmental hazards, and the impact of advanced technology on society. She



Swadesh Raj

Craig Phillips

taught analytical chemistry, the use of modern analytical instruments and the relationship of chemistry to society.

Among her professional affiliations were membership in the American Chemical Society, where she was treasurer of the Metro Women Chemists' Committee; the ASME Coal Utilization Committee; and the N.J. Academy of Science. She was treasurer of the Society of Indian Academics in America, and active in her local community as a soccer coach, PTA and Republican Club member.

A respected researcher, her papers were cited in journals and books. A consultant to corporations including Warner-Lambert and PSE&G, she was frequently invited to lecture abroad in countries such as England, The Netherlands, Russia, India and Germany. Her college activities included the Faculty Senate and departmental committees, as well as mentoring students.

"She was a dedicated mother,

teacher and a fine colleague," says Eswar Phadia, who spoke at the wake attended by many friends and WPC faculty and staff. "In her short life, she made a mark. Her publications will remain as a permanent memorial to her contributions to her discipline."

Her colleagues agreed that Swadesh Raj had a special gift for conveying the techniques of chemistry to her students. Sharon Hanks, biology, attests to the fact that "her students greatly loved her." And Marjorie Kelleher, chemistry department secretary, remembers that Raj "always walked around with a smile; had an upbeat personality. The students appreciated her because she was accessible and always there for them."

She is survived by her husband, Rishi Raj, a professor of mechanical engineering at City College; a daughter, Rashmi, a graduate of Cornell University who is now a student at Seton Hall University Law School; and a son, Vishwa, a sophomore at Princeton University.

BOARD NOTES

The Board of Trustees held a public session on Saturday, September 28, 1996 in the Board Room, College Hall. Among the actions approved was the granting of emeritus status to Myron Swack, professor of special education and counseling, "in recognition of his years of dedicated service to William Paterson College."



Myron Swack

The board approved the transmittal of the fiscal year 1998 seven-year capital budget request to the Department of Treasury. The 1998 request is for \$45,175,000. The trustees accepted the audit for July 1, 1995 through June 30, 1996 as presented by the independent auditor KPMG Peat Marwick. Bid waivers for additional architectural design and layout for the Student Center multi-vendor food court, design and technical services related to asbestos abatement for various buildings, and professional services related to review of human resources-related systems, operations and services were approved. The trustees agreed to increase the level of expenditure for construction management services for the academic building (Atrium) and library, for engineering and design of electrical circuitry in Hobart Manor, and authorized the purchase of up to \$200,000 in library books.

The board agreed to the sale of land in Edison, N.J. owned jointly by the state colleges.

The trustees voted to increase the stipend for graduate student assistants from \$4,000 to \$6,000, "in the interest of attracting well-qualified graduate students to William Paterson College," effective with the fall semester 1996. This increase will make WPC competitive with the levels of award made throughout the New Jersey state colleges system.

Personnel Matters

APPOINTMENTS

Gerti Christoffersen, Assistant Professor (Licensed Nurse Practitioner), Nursing, 9/1/96
Olga Angela Comissiong, Instructor (one year only), Community Health, 9/1/96-6/30/97
Geraldine Dees, Assistant Professor (half time, one year only, grant supported), Nursing, 9/1/96-6/30/97
Anne Deighan, Assistant Director (temporary appointment), Residence Life, 8/12/96-6/30/97
Karen Demsey, Assistant Professor (one year only), Music, 9/1/96-6/30/97
Justine Derman, Assistant Director, Admissions, 9/9/96
Catherine Dowdell, Librarian I (part time), Library, 8/26/96-6/30/97
Laura Dull, Instructor (one year only), Curriculum and Instruction, 9/1/96-6/30/97
Yemane Egiabier, Instructor (one year only), Political Science, 9/1/96-6/30/97
Hopeton Mark Ellis, Instructor, Sociology, 9/1/96
Natalie Ellis, Resident Director, Residence Life, 7/8/96
Beth Evans, Instructor (one year only, grant funded), Nursing, 9/1/96-6/30/97
Arthur Felix, Assistant Professor (fall semester only), Chemistry and Physics, 9/1/96-1/30/97
Darlene Ferguson-Russell, Instructor, Curriculum and Instruction, 9/1/96
Nicole Files, Resident Director, Residence Life, 7/8/96
Marie-Claude Ford, Assistant Professor (half time, one year only), Environmental Science and Geography, 9/1/96-6/30/97
Carol Gabel, Instructor (one year only) English, 9/1/96-6/30/97
Marjorie Ginsberg, Assistant Professor (one year only), English, 9/1/96-6/30/97
Djanna Hill, Instructor (one year only), Curriculum and Instruction, 9/1/96-6/30/97
William Houston, Interim Executive Director, Wayne Chamber Orchestra and Manager, Jazz Room Series (one year only), Music, 6/24/96-6/30/97
Donald F.X. Hume, Assistant Professor (one year only), Exercise and Movement Sciences, 9/1/96-6/30/97
Susan Jackson, Instructor (half time, one year only), Nursing, 9/1/96-6/30/97
Cynthia Meier Keely, Professional Services Specialist, Communication Disorders, 9/1/96-6/30/97
Jennifer Kilroy-Tobin, Area Coordinator, Residence Life, 7/1/96
Eric Kulmala, Program Assistant (Assistant Studio Engineer), Communication, 7/8/96-10/1/96
Laura Leach, Assistant Professor (one year only), Art, 9/1/96-6/30/97
Han Jo Lee, Assistant Professor, Exercise and Movement Sciences, 9/1/96/96
Joan Leskin, Assistant Professor, Languages and Cultures, 9/1/96
Aine Lynch, Assistant Professor (one year only), Nursing, 9/1/96-6/30/97
Casey Man Kong Lum, Assistant Professor, Communication, 9/1/96
Vered Mancel, Instructor (one year only), Communication, 9/1/96-6/30/97
John Messina, Area Coordinator, Residence Life, 7/8/96
Margaret Meth, Director, Speech and Hearing Clinic, 8/26/96

Amy Mountcastle, Instructor (half time, one year only), Anthropology, 9/1/96-6/30/97
Stephanie Mykietyn, Publications Writer/Editor, College Relations, 9/30/96
Christine Natale, Professional Services Specialist, Speech and Hearing Clinic, 9/1/96-6/30/97
Andrew Nyaboko, Instructor, Accounting and Law, 9/1/96
Carmen Pardo, Project Specialist, Graduate Studies and Research, 5/28/96-1/31/97
Eswar Phadia, Dean, School of Science and Health and Professor, Mathematics, 8/5/96
Robert Pileggi, Resident Director, Residence Life, 7/8/96
Donna Potacco, Coordinator, Science Enrichment Program (10 month, grant supported), Academic Support Program, 9/1/96-6/30/97
Linda Regan, Assistant Professor (one year only), Accounting and Law, 9/1/96-6/30/97
Mangatarina Roderia, Assistant Professor (one year only), Mathematics, 9/1/96-6/30/97
Sean Rooney, Recruiter (three-fourths time) and Assistant Baseball Coach (one-quarter time), Admissions, 8/5/96-6/30/97
Theresa Ross, Assistant Director (temporary appointment), College Relations, 9/3/96-5/1/97
Mukesh Sahni, Assistant Director (Safety Compliance Officer), Science and Health, 9/3/96
Alan Schultz, Project Specialist, Exercise and Movement Sciences, 9/1/96-6/30/97
Daphne Shah, Assistant Professor, Nursing, 9/1/96
Wendy Silver, Instructor (half time, one year only), Anthropology, 9/1/96-6/30/97
Alice Tait, Visiting Distinguished Professor (one year only), African, African American and Caribbean Studies, 9/1/96-6/30/97
Gabe Tiande Wang, Assistant Professor, Sociology, 9/1/96
Sandra Krasnov Golberg Wexler, Professional Services Specialist, Speech and Hearing Clinic, 9/1/96-6/30/97
Lianzan Xu, Assistant Professor, Accounting and Law, 9/1/96

CHANGE IN APPOINTMENT DATE

Ramona Ruiz, Project Specialist, Admissions, 5/1/96-6/30/96

REAPPOINTMENTS

Janet Tracy, Assistant Professor, Nursing, with tenure, upon completion of Ph.D., effective 9/1/96
Ya'agov Ziso, Librarian II, 7/1/96-6/30/97

EXTENSIONS OF APPOINTMENT

Judy Baker, Administrative Assistant (grant funded), New Jersey Project, 7/1/96-6/30/97
Christopher Brune, Librarian III (part time), Library, 7/1/96-12/31/96
Mary Alice Cesard, Librarian III (part time), Library, 7/1/96-9/13/96
Carlos Espinosa, Project Specialist, Equal Opportunity Fund program, 6/17/96-7/5/96 and 7/8/96-9/6/96
Susan Green, Tests and Measurements Specialist (half time), Academic Support, 7/1/96-11/30/96
Susan Hacker, Program Assistant (part time), Library, 7/1/96-12/31/96
Diane Hiller, Project Specialist (grant supported), Nursing, 8/31/96-9/30/96

Eric Holgerson, Project Specialist, Graduate Studies, 7/1/96-8/31/96

Jeffrey Jones, Director of Technology (temporary appointment) Academic Affairs, 7/1/96-10/31/96

Thomas Lancaster, Media Specialist (NJIN supported), Arts and Communication, 7/1/96-6/30/97

Helena Lota, Program Assistant (grant funded), New Jersey Project, 7/1/96-6/30/97

Eswar Phadia, Interim Dean, Science and Health, 7/1/96-8/4/96

Aurelio Rivera, Project Specialist, Human Resources, 8/27/96-12/31/96

Brian Stella, Assistant Director (temporary appointment), Admissions, 8/2/96-8/15/96 and (part time) 9/1/96-12/31/96

Wanda Vogel, Project Specialist, Education, 7/1/96-8/30/96

TRANSFER APPOINTMENTS FROM INSTRUCTION AND RESEARCH TECHNOLOGY

Scott Crain, Professional Services Specialist, transfer to Library, 9/3/96

Alfred Vizzone, Professional Services Specialist, transfer to Arts and Communication, 9/16/96

PROMOTIONS TO ASSISTANT PROFESSOR

Andrew Chirwa, Curriculum and Instruction, 9/1/96

Joan Griscom, Women's Studies (half time), 9/1/96

Michael Seda, Accounting and Law, 9/1/96

LIBRARY PROMOTIONS

Francis Novick, from Librarian II to Librarian I, 7/1/96

Pamela Theus, from Librarian II to Librarian I, 7/1/96

LEAVES OF ABSENCE

Ana Baires, Assistant Director, Admissions, 9/2/96-12/2/96

Swadesh Raj, Associate Professor, Chemistry and Physics, 9/1/96-9/30/96

James Wilkerson, Assistant Professor, Accounting and Law, 9/1/96-12/1/96

Mary Beth Zeman, Assistant Director, Public Information, College Relations, 9/23/96-5/5/97

EXTENSION OF LEAVE OF ABSENCE

Jeanne Nutter, Communication, 1996-97 academic year

RETIREMENTS

Roy Davis, Associate Professor, Accounting and Law, 9/1/96

Harold Dunn, Program Assistant, Communication, 5/12/97

Edward Petkus, Associate Professor, Educational Leadership, 8/1/96

RESIGNATIONS

Mary Alice Cesard, Librarian III (part time), Library, 9/13/96

Gretchen Osipow, Resident Director, Residence Life, 8/28/96

Mitchell Fahrer, Director, Campus Activities, 6/30/97

Lorenzo Harris, Assistant Director, Admissions, 7/5/96

Priscilla Orr, Director, Academic Support Program, 12/31/96

Marcia Oxley, Instructor, Exercise and Movement Sciences, 6/30/96

Aldona Pintsch, Librarian III (part time), Library, 3/1/96

Carole Rhodes, Assistant Professor, Curriculum and Instruction, 9/1/96

Michael Weisman, Support Specialist, Instruction and Research Technology, 8/7/96

CHANGES IN STATUS

Cordelia Bailey, from Assistant Director, Educational Opportunity Fund (EOF) program to EOF Counselor, 7/1/96

Patricia O'Brien Barry, from Assistant Professor (half time), Nursing to Professional Services Specialist, Nursing, 9/1/96-6/30/96

Janet DeSenzo, from Assistant Director, Residence Life to Assistant Director (Judicial Officer, three-quarters time), Student Services, 8/12/96-6/30/97

Frank Grippio, from Associate Professor, Accounting and Law to Associate Dean of Business, Humanities, Management and Social Sciences, 9/1/96-6/30/97

Stephen Hahn, from Interim Associate Vice President to Associate Provost, Academic Affairs, 7/1/96

Cheryl Hollema, from Instructor (three-quarters time) to Instructor (one half time, one year only), Nursing, 9/1/96-6/30/97

Nina Jemmett, from Assistant Vice President, Graduate Studies and Research; to Associate Vice President for Graduate Studies, Research and Academic Administration; Graduate Studies and Research, 7/1/96

Susan Kuveke, from Professor, Special Education, to Interim Dean, Education, 9/1/96-6/30/96

Alan Lazarus, from Professor, Art, to Interim Dean, Arts and Communication, 9/1/96-6/30/97

Norma Levy, from Associate Director to Director, Library, 7/1/96

Helene Nemeth, from Interim Assistant to the Vice President for Academic Affairs to Assistant Director, Office of Planning, Research and Evaluation, 7/1/96

Marc Schaeffer, from Executive Assistant to the President to Executive Assistant to the President and Board of Trustees, President's Office, 9/1/96

Letitia Vadala, from Administrative Assistant to the President to Assistant to the President and Board of Trustees, President's Office, 9/1/96

George McCloud, Arts and Communication, Fall 1996

Nancy Seminoff, Education, 1996-97 Academic Year

SABBATICALS

George McCloud, Arts and Communication, Fall 1996

Nancy Seminoff, Education, 1996-97 Academic Year

Marie Montegudo, Library, 7/15/96-5/15/97

Stephen Bryant, Music, fall semester 1996

John Peterman, Philosophy, rescinding fall 1996 sabbatical

Marie Montegudo, Library, 7/15/96-5/15/97

Stephen Bryant, Music, fall semester 1996

John Peterman, Philosophy, rescinding fall 1996 sabbatical

Marie Montegudo, Library, 7/15/96-5/15/97

Stephen Bryant, Music, fall semester 1996

John Peterman, Philosophy, rescinding fall 1996 sabbatical

Marie Montegudo, Library, 7/15/96-5/15/97

Stephen Bryant, Music, fall semester 1996

John Peterman, Philosophy, rescinding fall 1996 sabbatical

Marie Montegudo, Library, 7/15/96-5/15/97

Stephen Bryant, Music, fall semester 1996

John Peterman, Philosophy, rescinding fall 1996 sabbatical

ATHLETIC APPOINTMENTS 9/1/96-5/31/97

Thomas Kraljic, Assistant Coach, Baseball

Robert Lauterhan, Assistant Coach, Baseball

Sean Rooney, Assistant Coach, Baseball

Ronald Van Saders, Assistant Coach, Baseball

Brian Chapman, Assistant Coach, Men's Basketball

Mary Dean, Assistant Coach, Women's Basketball

Kenneth Webb, Assistant Coach, Men's Basketball

Keith Woods, Assistant Coach, Women's Basketball

Ed Gurka, Head Coach, Swimming

John McDonough, Assistant Coach, Swimming

Douglas Miller, Assistant Coach, Swimming

Ralph LaMonica, Head Coach, Track

ATHLETIC APPOINTMENTS 8/15/96 - 5/31/97

James H. Igobe, Assistant Coach, Cross Country

Ralph LaMonica, Head Coach, Cross Country

Margaret Morrow, Assistant Coach, Cross Country

Danielle Tracy, Assistant Coach, Field Hockey

Nicholas J. Capuano, Assistant Coach, Football

Leonard Davis, Assistant Coach, Football

Alan T. Henion, Assistant Coach, Football

Kevin J. Monahan, Assistant Coach, Football

William Nussbaum, Assistant Coach, Football

Robert C. Speidel, Assistant Coach, Football

Rodney W. Thomas, Assistant Coach, Football

Thomas M. Whitley, Assistant Coach, Football

Lynn M. Harding, Assistant Coach, Women's Soccer

Oren R. Thomas IV, Assistant Coach, Men's Soccer

Keith Woods, Assistant Coach, Men's and Women's Soccer

Mary Dean, Assistant Coach, Softball (Fall and Spring)

Kerry A. Ludeking, Assistant Coach, Softball (Spring)

Cheryl Stetz Bamert, Assistant Coach, Volleyball

Sandra Ferrarella, Head Coach, Volleyball

Kathy Gasalberti, Head Coach, Cheerleading

Kenneth J. Kinney, Assistant Coach, Cheerleading

Danielle Tracy, Assistant Manager, Equipment

Alan Schultz, Physician, Team Doctor

John Galvany, Assistant Trainer, Athletic Training