

# The BULLETIN

WPC

VOL. 10, NO. 2

WILLIAM PATERSON COLLEGE

OCT. 23, 1995

## Jemmott Named Assistant V.P.

Nina D. Jemmott has been named assistant vice president for graduate studies and research.

The announcement was made by President Arnold Speert at the September meeting of the Board of Trustees. Welcoming Jemmott to the campus community, the president told the trustees that the college "is fortunate to have her join its permanent staff."

Jemmott, who served in the position as an interim appointment for a year, assumes an important role

(Continued on page 6)



Nina Jemmott

## Major Institutional Changes Planned for Administrative Units

Calling it a "productive and generative work of an institution aspiring to university status," President Arnold Speert has released the 18-page Administrative Comprehensive Analysis to the college community and asked for "support in completing the tasks we are now charged to fulfill."

The product of many meetings and discussions by the subcommittee of the President's Extended Cabinet over the summer and a final examination by the president and the two vice presidents in early fall, the document is wide-ranging in its scope.

It includes plans for moving a number of units and transferring and realigning responsibilities for others.

Datelines for completion range from "immediately" to 1997. A number of consultants will be hired to review certain operations.

### Major Emphases

The report is organized in three parts — macro-recommendations, inter-unit and inter-divisional recommendations, and recommendations regarding specific units. It contains three major emphases:

1. Strategies to enhance communication and decision-making processes by reducing redundancy and confusion.

(Continued on page 4)

## Lysa Martinelli to Direct Alumni Affairs



Lysa Martinelli

Lysa D. Martinelli, a 1985 graduate of William Paterson College and a former assistant alumni director at the college, is WPC's new

director of alumni affairs.

Reporting to Dennis Santillo, director of external relations, she will serve alumni as executive director of the Alumni Association and coordinate alumni support of the college,

(Continued on page 3)



Award-winning American filmmaker Oliver Stone (right), known for his no-holds-barred treatment of some of today's most pressing societal issues, was the first speaker in the college's 1995-96 Distinguished Lecturer Series. Here he discusses his work with Clarice Jackson, chair of WPC's board of trustees, and her husband, Alfred Jackson.

## Inside

Focus on William Rosa Page 2  
Agard-Jones Returns Page 5  
Sizzlin' Saturdays Page 7  
Board Notes Page 7

## FOCUS ON

### William Rosa: A Collaborator Across Boundaries

"This flag is a symbol of my identity. I am William Rosa and I am Puerto Rican and I want everyone around me to know this."

Rosa, an associate professor of languages and cultures at WPC, points to the Puerto Rican flag with its striking single star, draped over the bulletin board in his Matelson Hall office because he has asked to be photographed with the banner. "I am proud to belong to a particular place and a particular people," he says.

Rosa has good reason to have strong ties both to Puerto Rico and the metropolitan area. He and his older brother Tomás were born in New York City, where his parents had moved from San Juan in search of better opportunities. He spent the first seven years of his life in Manhattan. But William was destined never to know his father. Guillermo Rosa was drafted into the U.S. Army during the Korean conflict and sent to the front lines. His mother, Aracelia Rodríguez, received the last letter from her soldier husband when William was only two months old. Missing in action, Guillermo had vanished without a trace.

"My mother is very strong," says Rosa. "She kept the memory of my father alive. She is my father, mother and friend."

Rodríguez and her two sons remained in New York until her youngest "graduated" from first grade. That summer, the family returned to San Juan, where Tomás joined the household of his maternal grandfather and William stayed with mom, who took a factory job. Aracelia saved her wages and bought a restaurant, where the boys helped out when they were not in school. Eventually, she remarried, and another brother, Alberto, was born.

When Rosa was in high school, his mother sold the restaurant and bought some real estate, for which she became the rental agent. William

planned to serve as her business manager, but fate intervened.

Rosa, who had not considered attending college, found himself recruited by the University of Puerto Rico, a very selective school. He would be the first in the family to attend

college; his family was supportive and urged him to "give it a try."

Like most first-year college students, Rosa had no idea what field he wanted to pursue. He even took tests to measure his interests and aptitudes, but, he says, "That didn't help at all. The results showed I liked everything!"

A professor and well-known writer, René Márquez, thought Rosa would be an excellent teacher and suggested he pursue a bachelor's degree in education and Spanish literature. In 1972, Rosa accepted his degree and took his first steps along the path that would eventually lead him to a college professorship and a career that he finds "intensely rewarding."

That first job was at the top of a mountain in the Puerto Rican countryside. "The town of Bayamón was such a change from the city life of New York and San Juan," he says. To his group of 25 middle-schoolers, he was not only teacher but "advisor, mentor, almost a relative. I was invited to the students' homes, and even helped the families harvest their vegetables."

There was a down side to this experience. "It was called administrative bureaucracy," he notes wryly. "Lists were required — lists of students who were proceeding to the next level, lists of those who were not,



endless paperwork. Also, I was required to ask the families of my students for donations to innumerable 'causes'."

Rosa resigned his teaching job and returned to the University of Puerto Rico to begin his master's degree. But despite the quality of instruction, resources were scarce at the university and friends who had come to the mainland U.S. for graduate studies convinced him that conditions were much better here. "For example," says Rosa, "they said that when you needed books and research materials from the library they were either readily available or could be quickly obtained for you."

He made a deliberate decision to avoid the metropolitan area, because he didn't feel ready to face "the negative stereotyping of Puerto Ricans and the problems of the community," and applied to schools in the midwest, where he felt he could have "personal space." Transferring into the master's program at Michigan State University in East Lansing, he was surprised at how well prepared he was to succeed. "My undergraduate education at the University of Puerto Rico had been a good one. I knew how to compose papers, to do research and compile bibliographies better than many of the area students," he

(Continued on page 6)

# Distinguished Educators To Discuss Affirmative Action

Affirmative action, a topic of heated debate across the country, will be the focus of the Distinguished Lecturer Series program on Friday, November 3.

Walter Williams, the John M. Olin Distinguished Professor of Economics at George Mason University in Virginia, and Henry Louis Gates III, the W.E.B. Du Bois Professor of Humanities at Harvard University, will share the Shea Center stage for the 8 p.m. program, which will examine how affirmative action affects the economy. A limited

number of tickets, at \$12 for faculty and staff, may be available at the Shea Center Box Office on the day of the lecture and can be purchased by calling the box office between 10 am and 1 pm at x2371.

Williams is the author of five books, including *America: A Minority Viewpoint* and *The State Against Blacks*, which was later made into the PBS documentary "Good Intentions." His weekly syndicated column is carried by more than 100 newspapers; he also has written more than 70 articles which have appeared in a wide range of periodicals from *American Economic Review* to *Reader's Digest*. Williams also serves as a regular substitute host for the "Rush Limbaugh Show." A graduate of California State University, Williams holds master's and



Walter Williams

doctoral degrees from UCLA.

Gates is an expert in race and class issues in America. His books include *Loose Canons: Notes on the Culture Wars*, *Colored People: A Memoir*, and *The Signifying Monkey: A Theory of Afro-American Literary Criticism*, which won the 1989 American Book Award. Gates has edited several anthologies, including the *Norton Anthology of African American Literature*. His honors and grants include a MacArthur Foundation "genius grant" in 1981, when he was just 30. A summa cum laude graduate of Yale University, Gates earned his master's and doctoral degrees in English language and literature from Clare College at the University of Cambridge in England.



Henry Louis Gates

## Martinelli

(Continued from page 1)

fund-raising and volunteer activities, and manage professional and support staff to maintain records, produce events and generate publications.

Martinelli, whose appointment became effective on October 2, comes to the college from Seton Hall University, where she had been associate director of development operations since 1991, and, previous to that, director of the university's annual fund since 1988.

She holds an associate's degree in communication from County College of Morris as well as a bachelor's degree in communication with a minor in business administration from WPC, and has been an active member of WPC's alumni association and a member of that group's alumni executive council.

Martinelli's community activities include volunteer service for Cancer Care of Morris County, the 1991 Special Olympics, and media relations for the 1994 World Cup Soccer games. She was president of the Verona/Cedar Grove Kiwanis Club in 1993-94.

She is married to Joseph Martinelli, WPC's sports information director. Residents of Verona, they have a two-year-old son, Joseph Jr.

Martinelli's office is located in Hobart Manor, room 204. She can be reached at x2175.

## Harris Appointed to I.R.T. Team

Robert Alan Harris, a former adjunct professor of history at Binghamton University and assistant director of Humanities Online, has been named director of consulting services in WPC's Instruction and

Research Technology unit.



Robert Harris

Harris, whose salary is being paid from the \$50 per full-time student technology fee instituted this semester, is training and supervising a cadre of students who will staff the college's public access computer labs.

At Binghamton University from 1992 to spring, 1995, Harris taught all levels of United States history. Since 1993, he has also been director of the H-Net World Wide Web page for Humanities Online, which has more than 25,000 subscribers.

Harris received his master's degree in 1991 from Binghamton University (formerly SUNY, Binghamton), where he is a Ph.D. candidate. He is married to K. Molly O'Donnell, a Ph.D. candidate in history. They live in West Milford.

Harris can be reached at his office in the Coach House, room 212, x2451.

## The BULLETIN

VOL. 10, NO. 2 Oct. 23, 1995

Produced by the Department of College Relations.

Office of Public Information:

Editor: Barbara Bakst

Managing Editor: Dianne Franconeri

Associate Editor: Mary Beth Zeman

Contributing Writer: Joseph Martinelli

Office of Publications:

Publisher: Lorraine Terraneo

Design: Bob Verbeek

Office of Public Information

College Hall 240, 595-2971

Printed on recycled paper.

# Institutional Changes

(Continued from page 1)

2. Strategies to increase the accountability of administrative offices.

3. Strategies to address issues of the interplay between autonomy and cohesiveness in the conduct of administration and the life of the community.

Speert has stated that parts one and two are "now plans for action with the indicated timelines." Recommendations in part three, he stated, will require consultation and negotiation about feasible timelines with individuals and units concerned. In cases where there are personnel implications, he affirmed "these recommendations will be explored with due respect to the rights and talents of the individuals affected as well as to the needs of the college."

## The Process

Stephen Hahn, interim associate vice president for academic affairs, was asked by Speert to chair the meeting of the subcommittee of the extended cabinet. Dona Fountoukidis, director of planning, research and evaluation, coordinated the flow of information and documents. The work of the group was guided by a steering committee which included Stephen Bolyai, associate vice president and

controller, administration and finance; Fountoukidis; Hahn; and Nancy Norville, dean of enrollment management.

Hahn stated that the subcommittee of the extended cabinet was unanimous in its policy recommendations. "This is a true consensus document," he explained. "It was the result of our unique experience in being able to talk across divisions and come to agreement on broad policy recommendations."

## Strategic Planning

The first recommendation in part one calls for institutionalizing strategic planning across divisions within three years. This will include an "environmental scan that examines internal and external factors," to be coordinated by Fountoukidis.

## New Mission Statement

Other recommendations in part one call for a new mission statement, a "comprehensive marketing plan" built on the outcomes of the strategic planning effort, and budgeting and planning which will allow a "2% (about a million dollars) margin of motility to support innovation in support of strategic planning priorities."

Part one also calls for the codification of policies and procedures by 1996, with assistance from a consulting firm, and a "comprehensive assessment plan for units and sectors" that sets benchmarks for progress.

## Part Two

In part two, which involves interaction or integration of activities between units, the plan includes recommendations for a sinking fund to replace and upgrade equipment and meet related infrastructure needs on a three-year planning cycle, the expansion of the mission and accountability of human resources, development of a model for the delivery of "an appropriate mix and array" of student support services, the design of a comprehensive freshman year and a definition of goals and objectives for distance learning.

## Part Three

Part three includes calls for decentralizing continuing education to the four schools; a clarification of the role of external relations, development and community relations; the addition of one staff member to the graduate office; and a section on undergraduate admissions which calls for the examination of admissions criteria

## Subcommittee of the President's Extended Cabinet



Stephen Bolyai



Tim Fanning



Dona Fountoukidis



Elaine Gardiner



Henry Gardner



Stephen Hahn



Stephen Hall



Henry Krell



George McCloud



Nancy Norville



Marc Schaeffer



Nancy Seminoff



and clientele within the context of the academic comprehensive analysis.

Also recommended are the transfer of the employment and payroll process for student employees from financial aid to human resources and payroll; the possibility of relocating academic counseling for scholarship students within academic support services; and a consultant to review and make recommendations regarding "processes" in the registrar's office.

#### Academic Changes

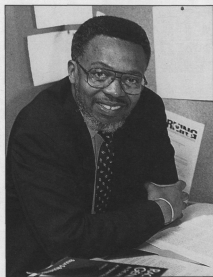
In the academic arena, the report deals with alternative course scheduling, reducing the time allowed for submitting semester grades and enforcing policies on the dates of final exams and grade changes. Also recommended is a realignment of academic support, EOF and the advisement center to have a common reporting relationship, a consultant to examine services provided by EOF, the movement of the advisement center from the dean of students' office to academic affairs, the movement of human resources and labor relations to administration and finance, and a comprehensive plan for the improvement and maintenance of the physical appearance and condition of the campus.

#### The Planners

The president's cabinet includes Susan McNamara, interim provost and vice president for academic affairs, and Peter Spiridon, vice president for administration and finance.

Members of the subcommittee of the president's extended cabinet are: Bolyai; Tim Fanning, associate vice president for administration; Fountoukidis; Elaine Gardiner, dean of the School of Humanities, Management and Social Sciences; Henry Gardner, assistant vice president for minority education; Hahn; Stephen Hall, dean of the School of Science and Health; Henry Krell, dean of students; George McCloud, dean of the School of Arts and Communication; Norville; Nancy Seminoff, dean of the School of Education; and Marc Schaeffer, executive assistant to the president.

## A Veteran of New York City's Educational Battleground, Agard-Jones Returns to WPC



Les Agard-Jones

Will Colwell

Les Agard-Jones is back at WPC as a professor of African, African-American and Caribbean studies a wiser and more experienced man than when he took a leave of absence in January, 1993 to enter the highly charged political world that is the New York City Public School System and work with then-Chancellor Joseph Fernandez.

A bit grayer, and sporting glasses and a beard, he still has the same infectious smile and seriousness of purpose as when he was assistant vice president of the Office of Minority Education for four years.

The change of positions is a tradeoff. Brought to the Brooklyn headquarters of the New York Board of Education by Fernandez to carry out a multicultural policy established by the Board, Agard-Jones' office was only a ten-minute walk from his brownstone and his family, which includes a young son and daughter.

The drive to WPC is more than a hour through city traffic in the morning and evening rush hours. But Agard-Jones says he is glad to be back and have a respite from the raging battle around the selection of a new chancellor for New York City's schools.

As the director of multicultural education for the New York Board of

Education, Agard-Jones was frequently involved in speaking on issues of diversity and in supervising curricular materials and resources guides for K-12 classrooms. His position was not without controversy.

"In April, 1992, some eight months after we distributed the first grade guide, a story appeared in the media in which someone used a book from the bibliography of the guide to attack the entire curriculum," says Agard-Jones. "The attack, which included prominent religious leaders, led to an organized campaign against the curriculum guide, as well as against the chancellor personally," he explained.

"Media presentations heightened fear and played on the homophobic feelings in the city," says Agard-Jones. "Most of those who objected had not read the curriculum documents; they were simply reacting to what they had heard."

The controversy died down during 1993 and 1994 but escalated in February 1995 when the Board of Education passed what Agard-Jones describes as "a watered down and unsound policy for implementation." Ramon Cortines replaced Fernandez as chancellor in September 1993 only to announce his own departure on October 13 of this year.

Facing the unsettled political climate and family obligations, Agard-Jones resigned and returned to what he hopes is the more collegial atmosphere of WPC where he had joined the faculty in 1970 and served in a number of capacities including chair of the department of African and Afro-American Studies as it was called during his tenure.

As for the future, Agard-Jones would like to take a break from administrative duties. He is teaching courses in the African, African-American and Caribbean studies department, and plans to pursue his interests in diversity and community on the campus.

## William Rosa

(Continued from page 2)

admits. His advisor, Kenneth Scholbert, a medievalist, encouraged Rosa's interest in Spanish medieval studies and Latin American studies. In the literature, he says, "I discovered myself." He got his master's degree in 1977 and, encouraged by Scholbert to go on for his Ph.D., moved to Ohio State University to study Latin American literature and Italian literature. He had completed all but his dissertation when he was offered a visiting professorship by the University of Wisconsin-La Crosse in 1984.

After receiving his Ph.D., Rosa felt prepared to come to the East Coast, "to get closer to my community." During the Modern Language Association Conference that year he received three job offers. Two were in Connecticut and Vermont; WPC's was the third. Reflecting on this many exciting cultural opportunities in the metropolitan area, he made his decision "in terms of geography." With his wife, Rosa, and their son Yahir (now a senior at Ohio State University), he moved to New Jersey.

Hired as an assistant professor in 1986, Rosa quickly realized that William Paterson College was a place where he could make a real contribution. WPC was at "a crossroads, a time of change," he says. "Research was moving to the forefront. WPC was beginning to define what it wanted to be." New faculty were coming in; there was talk of changing curriculum and expanding physical facilities, of making the student body more diverse. "In the United States we can be unique, we have options," he says. "To maintain this country with its many opportunities we need diversity; however, people must be productive and contribute to this society."

Teaching is his first priority. "It's very rewarding — at this time of my life I can't imagine doing anything else," he says. "If you reach out, students will give you a lot. It makes me feel I am doing something constructive, positive." He plans his classes but feels free to be adaptable

— "I'm open-minded about where discussion leads. For example, my students wanted to know how university status would affect them. I felt it was important to stop and explain what that means and how it will affect the degrees they will receive."

Rachel de Jesús, secretary in the department of languages and cultures, notes that Rosa "never hesitates to take time out from his busy schedule to help students sort out their academic issues or just get back 'on track' within the department. Students seek out his classes." With his colleagues, she adds, he "has a great sense of humor and a down to earth personality."

Rosa's research into late 19th and early 20th century Spanish American literature and Hispanic culture and literature in the United States has not only helped him find himself as a person but has provided content for numerous scholarly articles and presentations to groups such as the Northeast Modern Language Association, Latin American Studies Association, Hispanic Association for Higher Education and American Association of Teachers of Spanish and Portuguese. Rosa has a book, *Edición crítica de los 'Cuentos absurdos' de Alfredo Collado Martell* ("A Critical Edition of the 'Absurd' Short Stories of Alfredo Collado"), in press and another in preparation.

In his leisure time, he enjoys reading, films, poetry readings, dancing, long conversations with friends, and exploring — especially cities. He doesn't consider "the pursuit of happiness" a selfish goal. "I have to set my own goals," he says. "We cannot project happiness and make others happy if we are not happy ourselves." But whereas for some people long-term plans work, "I have to be spontaneous."

Rosa enjoys interaction with his colleagues at the institutional level "because we are a community that can't work in isolation. Constructive criticism is acceptable; negative criticism should not have a place." Now chair of the Faculty Senate, Rosa

spent the previous two years as vice chair, meeting frequently with the senate's councils and committees, and bringing their concerns and recommendations to the full senate. "It was a very demanding job," says former senate chair Reginald Grier, "especially as Rosa also attended the Board of Trustees meetings and served on many committees."

One of the founders of Phosphorus, a campus multicultural network, Rosa also reaches out to the larger community through his involvement in the Latino Higher Education Initiative. Rosa is a firm believer in the benefits of diversity, and, says Angela Aguirre, department chair, a "role model for students, especially Latino students." Meryle Kaplan, coordinator of the Women's Center, who has worked with Rosa on programming for Phosphorus since its inception, says, "he has an innate understanding of the value of collaboration across boundaries, and really cares about building community."

## Nina Jemmott

(Continued from page 1)

as the college moves to expand its graduate program to support its quest for university status.

Jemmott was associate director and senior research associate of the New Jersey Institute for Collegiate Teaching and Learning at Seton Hall University. Previously she was coordinator of the Center for Learning at WPC where she also served as academic coordinator and assistant director of the EOF program and as a basic skills specialist.

"Nina Jemmott was willing to come back on an interim basis to help us out," said Susan McNamara, interim provost and vice president for academic affairs. "She has been supervising graduate studies and working closely with our faculty to help secure research grants and also in planning and carrying out our faculty development program. We are delighted she has agreed to stay with us and use her many talents to benefit the college community."

## Legendary Vocalist Joe Williams Set for Jazz Room Finale

Grammy Award-winning vocalist Joe Williams joins the WPC Jazz Ensemble under the direction of Rufus Reid for a special finale to the fall Jazz Room Series on Sunday, November 5.

The magnificent bass-baritone, who has performed professionally since 1937, has sung with bands led by Jimmie Noone, Coleman Hawkins, Lionel Hampton and Count Basie, with whom he performed from 1954 to 1961. Since then, Williams has appeared in numerous venues as a soloist, and performed on more than 30 recordings, including the 1995 release "Feel the Spirit."

Williams has received numerous honors, including a 1985 Grammy Award for "Best Jazz Vocal" and the 1983 Governor's Award of the National Academy of Recording Arts

and Sciences.

"With his rich bass-baritone voice and passionate style of delivery, Williams reshaped the role of the big band singer and brought it up to date without sacrificing his innate taste and musical imagination," wrote Bob Weir in the *New Grove Dictionary of Jazz*.

Reserved seat tickets for the concert are \$17, \$15 and \$13, depending on section. For information, call the Shea Box Office at x2371.



Joe Williams

## Sizzlin' Saturdays Series Presents Cabaret Performer Steve Ross

The singer and pianist Steve Ross, a fixture on the New York cabaret scene for two decades, presents a musical

tribute to the great American performer Fred Astaire during a cabaret-style performance at WPC on Saturday, October 28.

The show, "I Won't Dance: Steve Ross Sings Fred Astaire,"



Steve Ross

is part of the new Sizzlin' Saturdays series featuring performances by the hottest cabaret talents from New York City. Ross recreates Astaire's elegant style, sans dancing, in a revue featuring such standards as "Dancing in the Dark," "I Won't Dance," "Night and Day," "Puttin' on the Ritz" and "Top Hat, White Tie and Tails," as well as

some lesser known gems. Ross ties the material together with vignettes about Astaire and his sister Adele, his stage successes in the '20s and his movie stardom in the '30s.

Ross rose to fame in the 1970s during a lengthy engagement at the Oak Room of the famed Algonquin Hotel. He went on to inaugurate dinner-time cabaret at the Ritz in London. Since then, Ross has played and sung at festivals, theaters and concert halls around the globe, from Carnegie Hall to special performances at the United Nations. The London Times has called him "A cabaret master...Steve Ross sings poetry."

Tickets for the 8 pm performance in Shea Center are \$25, \$20 and \$15, depending on section. WPC students may buy tickets for \$10; a valid I.D. card is required. The show is presented in conjunction with Ligeti Artist Management. For reservations or additional information, call the Shea Box Office at x2371.

## Board Notes

The Board of Trustees held a public meeting on Saturday, September 30, 1995 in the second floor board room in College Hall.

Trustee Henry Pruitt presented a profile of new faculty members hired into tenure-track lines beginning September 1, 1995. Of the 19 new faculty, he said, two are black males and two are black females; two are Latino and one is Latina; three are Asian males and two are Asian females. This means 12, or 63 percent, are members of protected classes. Three are white males and four are white females. One of the new faculty is disabled, he reported. "With these tenure-track hires," said Pruitt, "the full time equivalent number of African/African-American faculty totals 35 or 11 percent. Latino/Latina faculty number 17, or five percent, while 30, or nine percent, of the FTE faculty are Asians."

The trustees approved the transmittal of the FY 1997 seven year capital budget request to the Department of Treasury. The 1997 request is for \$31.32 million. The board also accepted the audit of the college balance sheet as presented by the independent auditor, KPMG Peat Marwick, and agreed to the sale of property owned by the state colleges located at 3900 Park Avenue, Edison, to the Park Development Company of Bridgewater for \$1,280,000.

The trustees approved the college's applications for Higher Education Facilities Trust Fund (HEFT) grants to support the academic facility and computer center, the telecommunications network expansion and roof replacement for Science Hall, along with a list of alternate or supplementary projects necessary to support the academic program of the college.

The following personnel matters were approved.

### APPOINTMENTS

Jamshed Akrami, Assistant Professor, Communication, 9/1/95  
Robert Baume, Project Specialist, Financial Aid, 7/31/95-1/26/96  
Barbara Bohny, Assistant Professor, Nursing, 9/1/95  
Audrey Bonaparte, Assistant Director (temporary), Alumni Affairs, 8/19/95-1/5/96  
Deborah Bragen, Professional Services Specialist, Communication Disorders, 9/1/95- 6/30/96

(Continued on page 8)

## Board Notes

(Continued from page 7)

**Andrea Bundick**, Project Specialist, Education (SCOPE grant), 6/5/95-10/31/95  
**Denise Callanan**, Instructor (half time, one year only), Nursing, 9/1/95-6/30/96  
**Linda Parry Carney**, Instructor (half time, one year only), Nursing, 9/1/95-6/30/96  
**Hope Cary**, Project Specialist, Education (SCOPE grant), 6/5/95-10/31/95  
**Mathilda Catarina**, Assistant Professor (three-fourths time, one year only), Special Education and Counseling, 9/1/95-6/30/96  
**Ramzi Chabayta**, Assistant Director, Affirmative Action, 9/1/95  
**Andrew Chirwa**, Instructor, Curriculum and Instruction, 9/1/95  
**Joanne Cho**, Assistant Professor, History, 9/1/95  
**Ronald Curtis**, Assistant Professor, Computer Science and Quantitative Analysis, 9/1/95  
**Geraldine Dees**, Assistant Professor (half time, one year only), Nursing, 9/1/95-6/30/96  
**Richard DeLuca**, Assistant Professor, Marketing and Management Sciences, 9/1/95  
**Marguerita Duggan**, Professional Services Specialist, Communication Disorders, 9/1/95-6/30/96  
**Carlos Espinosa**, Project Specialist, Educational Opportunity Fund, 9/1/95-12/23/95  
**Darlene Ferguson-Russell**, Instructor (one year only), Curriculum and Instruction, 9/1/95-6/30/96  
**Garth Gardner**, Assistant Professor, Art, 9/1/95  
**Linda Gazillo**, Instructor, Exercise and Movement Sciences, 9/1/95  
**Sandra Goldberg**, Professional Services Specialist, Speech and Hearing Clinic, 9/1/95-6/30/96  
**Joseph Hadrick (aka Yusef Ali)**, Professor (one year only), African, African-American and Caribbean Studies, 9/1/95-6/30/96  
**David Halbstein**, Assistant Professor (one year only), Art, 9/1/95-6/30/96  
**Robert Harris**, Student Consultant Coordinator (temporary, one year only), Instruction and Research Technology, 9/1/95-6/30/96  
**Eric Holgerson**, Project Specialist, Graduate Studies and Research, 6/12/95-6/30/95  
**Cheryl Hollema**, Instructor (three fourths time, one year only), Nursing, 9/1/95-6/30/96  
**Teresa Hurtado**, Assistant Director (temporary, one year only), Admissions, 9/25/95-6/30/96  
**Susan Jackson**, Instructor (half time, one year only), Nursing, 9/1/95-6/30/96  
**Cynthia Meier Keely**, Professional Services Specialist, Communication Disorders, 9/1/95-6/30/96  
**Jennifer Kilroy-Tobin**, Residence Director (temporary appointment), Residence Life, 8/14/95-6/30/96  
**Robert Lawson**, Assistant Professor, Marketing and Management Sciences, 9/1/95  
**Helena Lota**, Program Assistant (grant funded), New Jersey Project, 9/1/95-6/30/96  
**Aine Lynch**, Assistant Professor (half time, one year only), Nursing, 9/1/95-6/30/96  
**Shahin Madison**, Assistant Professor (three fourths time, fall semester only), Chemistry and Physics, 9/18/95-1/31/96  
**Robert Manuel**, Publications Writer/Editor, College Relations, 8/21/95  
**Lysa Martinelli**, Director, Alumni Affairs,

10/2/95  
**Leo McKensie**, Assistant Professor (one year only), Communication, 9/1/95-6/30/96  
**Jaishri Menon**, Assistant Professor, Biology, 9/1/95  
**Christine Natale**, Professional Services Specialist, Speech and Hearing Clinic, 9/1/95-6/30/96  
**Nancy Norris-Bauer**, Instructor (half time, fall semester only), Curriculum and Instruction, 9/1/95-1/31/96  
**Patricia O'Brien-Barry**, Assistant Professor (half time, one year only), Nursing, 9/1/95-6/30/96  
**Denise Orovio**, Instructor (fall semester only), Nursing, 9/1/95-1/31/96  
**Gretchen Reyes**, Residence Director, Residence Life, 7/24/95  
**Robin Lynn Sandler**, Assistant Professor (half time, one year only), Nursing, 9/1/95-6/30/96  
**Alan Schultz**, Project Specialist, Exercise and Movement Sciences, 9/1/95-6/30/96  
**Peter Shaw**, Assistant Football Coach, Site and Weight Room Supervisor (10 months), Athletics, 9/1/95  
**Darryl Smith**, Professional Services Specialist, Counselor, Educational Opportunity Fund (transfer from Admissions), 9/18/95  
**Bogong Su**, Assistant Professor, Computer Science and Quantitative Analysis, 9/1/95  
**Kathy Suchanek**, Assistant Director (temporary appointment), Admissions, 9/1/95-6/30/96  
**Karen Swanson**, Assistant Professor, Environmental Science and Geography, 9/1/95  
**Victor Velarde-Mayol**, Assistant Professor, Philosophy, 9/1/95  
**Hector Vila**, Instructor, English, 9/1/95  
**Maria De Lourdes Villar**, Assistant Professor (one year only), Anthropology, 9/1/95-6/30/96

## EXTENSIONS OF APPOINTMENT

**Judy Baker**, Managing Administrative Assistant, New Jersey Project, 7/1/95-6/30/96  
**William Branch**, Professor (visiting professor, one semester only), African, African-American and Caribbean Studies, 9/1/95-1/31/96  
**Marcia Brown**, Project Specialist, Graduate Studies and Research, 7/3/95-9/15/95  
**Christopher Brune**, Librarian 3 (part time), Library, 7/1/95-12/23/95  
**Mary Alice Cesard**, Librarian 3 (part time), Library, 7/1/95-12/23/95  
**Anita Daniel**, Librarian 3 (part time), Library, 7/1/95-12/23/95  
**Susan Hacker**, Program Assistant (part time), Library, 7/1/95-12/23/95  
**Eric Holgerson**, Project Specialist, Graduate Studies and Research, 7/3/95-9/1/95  
**Kathleen Hughes**, Librarian 3 (part time), Library, 7/1/95-12/23/95  
**Thomas Lancaster**, Media Specialist (NJIN supported), Arts and Communication, 7/1/95-6/30/96  
**Norma Levy**, Interim Director, Library, 7/1/95-8/31/95 and 9/1/95-10/15/95  
**Charles Pino**, Project Specialist, Recreation Center, 6/1/95-9/5/95  
**Aldona Pintsch**, Librarian 3 (part time), Library, 7/1/95-12/23/95  
**Cheryl Vee**, Project Specialist (temporary appointment), Financial Aid, 9/1/95-11/3/95

## CHANGES IN STATUS

**Nina Jemmott**, from Acting Assistant Vice President to Assistant Vice President, Graduate Studies and Research, 10/2/95  
**Lester McKee**, from Coordinator to Associate Director, Minority Education, 7/1/95  
**Helene Nemeth**, from Professional Services Specialist, Basic Skills, to Interim Assistant to the Vice President for Academic Affairs, Academic Affairs, 8/21/95-12/31/95  
**Robin Lynn Sandler**, from Assistant Professor (half time) to Assistant Professor (three fourths time), Nursing, 3/17/95-6/30/95  
**Susan Semegram**, from Program Assistant to Professional Services Specialist, Alumni Office, 5/29/95

## LEAVES OF ABSENCE

**Ana Baires**, Assistant Director, Admissions, 6/12/95-8/30/96  
**Frances Novick**, Librarian 3, Library, 7/10/95-8/13/95  
**Ann Hill**, Librarian 1, Library, 9/1/95-10/30/95  
**Jeanne Nutter**, Assistant Professor, Communication, 9/1/95-6/30/96  
**Swadesh Raj**, Associate Professor, Chemistry and Physics, 9/1/95-10/31/95

## RESIGNATIONS

**Kenneth Berk**, Assistant Swim Coach, Athletics, 9/1/95  
**Shirley Cheetham**, Professional Services Specialist, Instruction and Research Technology, 8/24/95  
**Robin Endicott**, Assistant Director, Alumni Office, 8/17/95  
**Christine Meyers**, Program Assistant, Residence Life, 8/2/95  
**Robert Mikus**, Residence Director, Residence Life, 6/30/95  
**Matthew Whelan**, Assistant Director, Admissions, 7/28/95

## RETIREMENTS

**Alice Davis**, Associate Director, Human Resources, 10/6/95  
**Roy Davis**, Associate Professor, Accounting and Law, 5/1/95

## SABBATICAL

**Priscilla Orr**, Director, Academic Support Programs, 7/1/95-8/31/95

## CHANGE IN SABBATICAL

**Alice Deakins**, Associate Professor, English, from 1995-96 academic year to spring, 1996 only

## DECLINATION OF SABBATICAL

**Stephen Bryant**, Associate Professor, Music, spring 1996 semester