

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

**Friday, November 30, 2012**

The meeting was called to order at approximately 9:15 a.m. in the University Commons, Ballroom C

BOARD MEMBERS PRESENT: Mr. Adzima, Ms. Conway, Mr. Gruel, Mr. Guarasci, Ms. Mascolo, Ms. Niro, Mr. Pesce, Dr. Pruitt, Mr. Tolud, Ms. Zastocki, President Waldron

ABSENT: Mr. Mazzola

OTHERS PRESENT:

Provost and Senior Vice President Weil, Vice President Bolyai, Vice President Cohen, Vice President Ferguson, Vice President Martone, Associate Vice President Goldstein, Chief of Staff Seal, General Counsel Jones, Mrs. Santaniello, Mrs. Barone, 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:

11-12-1 - RESOLUTION, TO MOVE INTO EXECUTIVE SESSION (Appendix 1)

The resolution was unanimously adopted.

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

Mr. Gruel welcomed everyone to the meeting.

APPROVAL OF MINUTES, SEPTEMBER 28, 2012 BOARD OF TRUSTEES MEETING:

The minutes of the September 28, 2012 Board meeting were approved as distributed.

CHAIR'S REPORT:

Mr. Gruel spoke about Hurricane Sandy and commended the efforts of our campus police, residence life, hospitality, facilities and other staff on behalf of the students who had to remain on campus. The University lost a valued colleague in the hurricane, Mr. Fletcher Fish, former President of the WPU Foundation Board and a long-time supporter of the University. A memorial service is being planned for Spring 2013 to honor him. A thorough check of emergency systems, power supply, and other integral systems and resources is being conducted to make improvements where necessary and possible. Mr. Gruel spoke of the special sense of community and outreach demonstrated by the establishment of the Emergency Student Relief Fund. This Fund was set up to help students deal with the devastating effects of Hurricane Sandy. Donations from alumni, students, faculty and staff enabled disbursements to nine students. If additional donations are made, more disbursements will be made in February.

PRESIDENT'S REPORT:

President Waldron echoed Mr. Gruel's thanks for all who provided service to our students and our campus during the hurricane. The faculty are making individual class accommodations so students can make up the work to keep the semester on track. She also thanked everyone for generating support for the bond referendum. The New Jersey Association of State Colleges and Universities spearheaded a well-coordinated advocacy campaign and reached many voting constituencies. The positive outcome will benefit higher education in New Jersey for years to come. Waldron spoke about the critical searches underway for a new Provost, a Dean of the College of Arts and Communication, and a Dean of the Cotsakos College of Business. The implementation of the Strategic Plan continues and the Strategic Planning Committee 2022 will provide updates this Spring. President Waldron congratulated Trustee, Mr. Steve Adzima, on being one of seven alumni Hall of Fame football players who were honored at Homecoming. Mr. Adzima was acknowledged with a round of applause. President Waldron prepared a written report and it is made a part of the minutes.

GOVERNMENT AND COMMUNITY AFFAIRS REPORT:

A written report was prepared and it is made a part of the minutes.

NOMINATIONS AND GOVERNANCE COMMITTEE REPORT:

Ms. Conway reported the Nominations and Governance Committee met on November 16, 2012 and circulated a new set of guidelines for the recruitment of trustees for the WPU Board. After discussion with the full Board, there was consensus on the guidelines. Ms. Conway acknowledged Mr. Taylor to stand and be honored by his colleagues. Ms. Conway read the resolution recognizing Mr. Taylor's 22 years of distinguished service on the William Paterson University Board and in the higher education forum.

The following resolution, which was tabled at the September 28, 2012 meeting, was moved and seconded for adoption:

11-12-2 – RESOLUTION, RECOGNITION OF DISTINGUISHED SERVICE  
MR. ROBERT TAYLOR (Appendix 2)

The resolution was unanimously adopted.

The following resolution, which was tabled at the September 28, 2012 meeting, was moved and seconded for adoption:

11-12-3 - RESOLUTION, ELECTING ROBERT TAYLOR TO TRUSTEE EMERITUS  
(Appendix 3)

The resolution was unanimously adopted.

Mr. Gruel noted that a celebratory luncheon honoring Mr. Taylor would be held immediately after the meeting.

FINANCE, AUDIT AND INSTITUTIONAL DEVELOPMENT COMMITTEE REPORT:

Ms. Niro reported that the Committee met on November 16, 2012. The Committee members met privately with the University Internal Auditor prior to the meeting. The FY2012 External Audit Report was presented to the Committee by Shelly Masi, KPMG Partner, and Mary

McCauley, KPMG Senior Manager. They reported that there were no difficulties encountered in performing the audit, no significant changes were made to the audit plan, and no significant or unusual transactions. The Committee recommended the acceptance of the FY2012 External Audit Report.

It was moved and seconded to adopt the following resolution:

11-12-4- RESOLUTION, EXTERNAL AUDIT – FISCAL YEAR 2012 (Appendix 4)

The resolution was unanimously adopted.

VP Pam Ferguson presented two reports including the results of FY2012 goals as measured against the dashboard indicators adopted by the Board and new goals for FY2013 for Institutional Advancement. VP Bolyai presented the proposed FY2014 operating budget to be submitted to the state with the approval by the Board. The Committee recommends approval of the following resolution:

It was moved and seconded to adopt the following resolution:

11-12-5 – RESOLUTION, FISCAL YEAR 2014 OPERATING BUDGET REQUEST (Appendix 5)

The resolution was unanimously adopted.

VP Bolyai and Public Safety Director Fulleman reported on various traffic fines on campus and the location of stop signs on campus. New Jersey statute requires that all traffic signs be certified by the local governing board, so that summonses issued for violations related to specific stop signs will be considered enforceable by local municipal judges. The Committee recommends approval of the following resolution:

It was moved and seconded to adopt the following resolution:

11-12-6 – RESOLUTION, CERTIFICATION OF STOP SIGN LOCATIONS (Appendix 6)

The resolution was unanimously adopted.

VP Bolyai presented the revised FY2013 Budget and Room and Board Analysis to the Committee. He also presented information on the bid waiver process used by the University, including excerpts from the NJ state contracts law, and a comparison of bid waivers. The purpose and rationale is presented on each bid waiver that comes before the Board. The Trustees are advised periodically about the bid waiver process and statutes to ensure they are up to date, and to provide the information for new trustees.

It was moved and seconded to adopt the following resolution:

11-12-7- RESOLUTION, BID WAIVERS, (CONSENT AGENDA) (Appendix 7)

The resolution was unanimously adopted.

PERSONNEL AND COMPENSATION COMMITTEE REPORT:

Dr. Pruitt reported that the Committee met on November 8, 2012 and discussed third, fourth and fifth year faculty reappointments, third, fourth, and fifth year professional staff reappointments, sabbatical leaves and various personnel matters. Mr. Sims provided the Committee with a diversity report of all University employees, as of Fall 2012. The following resolution was recommended for approval by the Board:

It was moved and seconded to adopt the following resolution:

11-12-8- RESOLUTION, VARIOUS PERSONNEL MATTERS (CONSENT AGENDA)  
(Appendix 8)

The resolution was unanimously adopted.

The Committee also discussed the recommendation for Emerita status for Professor Barbara Parker and recommended it for Board approval.

It was moved and seconded to adopt the following resolution:

11-12-9- RESOLUTION, EMERITA STATUS FOR BARBARA PARKER (Appendix 9)

The resolution was unanimously adopted.

EDUCATIONAL POLICY AND STUDENT DEVELOPMENT COMMITTEE REPORT:

Mr. Pesce reported that the Educational Policy and Student Development Committee met on November 12, 2012. The Committee recommends the following resolutions for approval:

It was moved and seconded to adopt the following resolution:

11-12-10- RESOLUTION, CONFERRING OF DEGREES (Appendix 10)

The resolution was unanimously adopted.

It was moved and seconded to adopt the following resolution:

11-12-11- RESOLUTION, APPOINTING MEMBERSHIP TO THE BOARD OF DIRECTORS OF  
THE WILLIAM PATERSON UNIVERSITY AUXILIARY SERVICES ORGANIZATION,  
INC. (Appendix 11)

The resolution was unanimously adopted.

It was moved and seconded to adopt the following resolution:

11-12-12- RESOLUTION, ON THE APPROVAL OF THE DOCTOR OF PSYCHOLOGY (PSYD)  
DEGREE PROGRAM (Appendix 12)

The resolution was unanimously adopted.

The Committee had a presentation on the annual Security and Fire Safety Report from Mr. Fulleman, the Enrollment, Retention and Admission Report for Fall 2012 from VP Cohen, and the 2012 NSSE Summary Report from Dr. Seal.

Mr. Pesce introduced VP Cohen who presented a summary report to the full Board. Dr. Seal also presented a summary report on the 2012 NSSE results to the full Board.

OTHER BUSINESS:

Mr. Gruel announced that several individuals requested to speak. Each person who signed up was informed that they would have a time limit to address the Board in order to accommodate the group.

Professor Sue Tardi spoke first regarding concerns about recent changes to advisement and perceived lack of shared governance. She enumerated the concerns of the faculty about the changes to advisement, separation of faculty from advisement, and lack of faculty input in the process of reviewing and recommending advisement improvements.

Professor John Parras said in spite of good communication and cooperation between the Faculty Senate and Administration in general, the area of advisement raises concern about lack of engagement of faculty and professional staff in the decisions to change the advisement system. He reported that the Faculty Senate recently passed two resolutions regarding restoration of prior advisement processes, and requesting that the Administration refrain from further unilateral changes to advisement.

Professor Giuliana Andreopoulos spoke next. She spoke about considerations relating to the quality, cost and process of advisement, providing a high quality service, and concerns about shared governance.

Professor Linnea Weiland, who is a member of the Blue Ribbon Task Force, reported faculty struggles with the recent change to eliminate two advisors for students with two majors. Academic advisors are struggling with advising on all the teaching and certification requirements for seventeen academic majors in the College of Education. She requested restoration of two advisors for those students with two majors in the interim while the Blue Ribbon Task Force completes its work.

Mr. Gruel said one more speaker will be heard. But in the Board's respect for open dialogue, and in consideration of time constraints, those who are unable to be heard at this meeting are encouraged to submit any written comments and they will be shared with the Board. Another opportunity will be provided also at the Board meeting scheduled in February 2013.

Professor Balmurli Natrajan spoke about the process which resulted in the new University Core Curriculum. He suggested that the highly interdisciplinary model used to develop the UCC should be employed in addressing advisement process. He stressed that there is a vital and complex link between advisement and retention and it needs to be considered.

At approximately 12:15 p.m., a motion was made and seconded for the meeting to be adjourned. The motion carried unanimously.

Respectfully submitted,

A handwritten signature in black ink, reading "Donna Santaniello". The signature is written in a cursive style with a large initial 'D' and a long, sweeping tail.

Donna Santaniello  
Assistant to the President  
and Board of Trustees

11/30/12

**11-12-1                    RESOLUTION, TO MOVE INTO EXECUTIVE SESSION**

WHEREAS:                The New Jersey Open Public Meetings Act, N.J.S.A.10:4-6 et seq., permits the public's exclusion from certain portions of the Board meeting; now therefore be it

RESOLVED:             That The William Paterson University Board of Trustees move into closed session to discuss matters pertaining to personnel issues including various appointments and resignations, attorney-client privileged communication, a review of active litigation matters, and real estate matters, and be it therefore

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

**11-12-2 RESOLUTION, RECOGNITION OF DISTINGUISHED SERVICE MR. ROBERT TAYLOR**

WHEREAS: Mr. Robert Taylor has concluded 22 years of distinguished service to the citizens of New Jersey, the University community, and the Board of Trustees; and

WHEREAS: Robert Taylor served as Chair of the Board for four years, as Vice Chair for two years, and has served as Chair of the Board's Finance, Audit and Institutional Development Committee, and Nominations and Governance Committee, and as a member of the Student Affairs Committee and served as Chair of the Presidential Search 2010; and

WHEREAS: Under his leadership, the University expanded its mission as a state university, including new programs and services for students, particularly the expansion of its capacity for residence students; and

WHEREAS: His influence on public higher education in New Jersey is evidenced in his chairmanship of the New Jersey Association of State Colleges and Universities and his role in the efforts which led to the passage of the seminal New Jersey Higher Education Restructuring Act of 1994; and

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

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

RESOLVED: That the Board of Trustees of the William Paterson University of New Jersey extends its heartfelt thanks and profound appreciation for his service and extends its very best wishes to him, Eleanor, and his extended family.

**11-12-3                    RESOLUTION, ELECTING ROBERT TAYLOR TO  
TRUSTEE EMERITUS**

WHEREAS:                The Bylaws of the Board of Trustees of William Paterson University permits the election of a retiring Trustee to the status of *Trustee Emeritus*, and

WHEREAS:                Mr. Robert Taylor retired from the Board in June 2012 after serving this institution for twenty-two years, serving with distinction as Board Chair, Vice Chair, and Chair of the Finance, Audit, and Institutional Development Committee and Nominations and Governance Committee, and as a member of the Student Affairs Committee as well as serving as Chair of the Presidential Search in 2010; and

WHEREAS:                The University has been the recipient of Mr. Taylor's wisdom and good counsel on matters relating to higher education in New Jersey through his active participation on the Board of the New Jersey Association of Colleges and Universities, also serving as its chair; and

WHEREAS:                The Nominations and Governance Committee recommends the election of Mr. Taylor to *Trustee Emeritus* based on his exemplary service to the University and to higher education in the State of New Jersey; therefore be it

RESOLVED:              That the Board of Trustees of The William Paterson University of New Jersey elects Mr. Robert Taylor to *Trustee Emeritus* with all the rights and privileges pertaining thereunto, effective November 30, 2012.

Appendix 4  
Minutes of the  
November 30, 2012  
Board Meeting

**11-12-4**

**RESOLUTION, EXTERNAL AUDIT – FISCAL YEAR 2012**

RESOLVED:

That the Board of Trustees of William Paterson University accepts the audit of the University Statements of Net Assets; Statements of Revenues, Expenses and Changes in Net Assets; and Statements of Cash Flows for the period July 1, 2011 through June 30, 2012 as presented by the independent auditor, KPMG.

**11-12-5                    RESOLUTION, FISCAL YEAR 2014 OPERATING BUDGET  
REQUEST**

RESOLVED:            That the Board of Trustees of William Paterson University approves the FY 2014 Budget Request for transmittal to the Department of Treasury for the support of 7,997 undergraduate FTEs and 610 graduate FTEs, for a total of 8,607 FTEs consisting of the following components:

	(000)
Base State Appropriation	\$ 32,748
State Fringe Benefits	33,266
Priority Budget Request	3,100
Tuition and Other Fees Income*	79,963
Auxiliary Income	35,056
External Grants	<u>37,172</u>
Total	\$221,305

\*Based on FY 2013 tuition and fee rates.

**11-12-6 RESOLUTION, CERTIFICATION OF STOP SIGN LOCATIONS**

WHEREAS: The Board of Trustees of William Paterson University of New Jersey, under New Jersey State Statute 18A:3B-6b, “has authority over all matters concerning the supervision and operations of the institution”, and

WHEREAS: The New Jersey State Department of Transportation’s previous responsibility to certify the locations of stop signs on the campus has been transferred by New Jersey State Statute 39:4-183.1 “to the authority of a public body or official having jurisdiction as authorized by law”, and

WHEREAS: Over time the University has installed numerous stop signs throughout the campus for the purpose of providing a safe environment for campus pedestrians and vehicles traversing the campus and all of these stop signs need to be certified by the Board in order for summonses issued for violations related to specific stop signs to be considered enforceable by local municipal judges, therefore, be

RESOLVED: That the Board of Trustees authorizes and certifies the locations of the stop signs indicated in the attached report and on the campus map dated September 4, 2012.

**11-12-7                      RESOLUTION, BID WAIVERS (Consent Agenda)**

WHEREAS:                      The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding; therefore for contracts in excess of \$30,700, and

WHEREAS:                      The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding therefore, and

WHEREAS:                      The Law requires that such waivers shall be approved by the Board of Trustees, and

WHEREAS:                      At its meeting of November 16, 2012, the Finance, Audit and Institutional Development Committee of the Board of Trustees reviewed proposed waivers as detailed in the list below, and

WHEREAS:                      The Finance, Audit and Institutional Development Committee reviewed the rationale and projected expenditure amount for each waiver, documentation citing each waiver's basis in the New Jersey State College Contracts Law, explanatory memos from the appropriate University staff members providing specific details about each waiver and discussed responses to questions posed by trustees to staff about specific waivers, and

WHEREAS:                      The Vice President for Administration and Finance has certified that there are sufficient budgeted funds available to pay the expenses authorized, and that the process employed in recommending these actions complies with all applicable statutes and regulations, and

WHEREAS:                      The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approve the following waivers, further specific details of which are enumerated in the attached documents, therefore, be it

RESOLVED: That the Board of Trustees of William Paterson University of New Jersey approves the waivers described in the attached documents.

Vendor	Amt. Not to Exceed
Assessment Technologies Institute – Fiscal Year 2013 for \$34,800, Fiscal Year 2014 for \$42,000 and Fiscal Year 2015 for \$42,000	\$ -----
N.J. Sports & Exposition Authority (Per-year for FY 13, FY14, & FY15)*	\$ 65,000
Kean University – U.S. Transition to Teaching Grant**	\$ 686,000
College Board	\$ 50,000
EC Group, LLC	\$ 95,000

\*Per-year for Fiscal Years 2013, 2014 and 2015

\*\*Contract through September 30, 2014

**BID WAIVER, ASSESSMENT TECHNOLOGIES INSTITUTE**

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for contracts in excess of \$30,700, and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding, and
- WHEREAS: The University has determined that it needs to purchase software which assists Nursing students to prepare for the RN NCLEX exam, and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a.(19), and
- WHEREAS: The Vice President for Administration and Finance has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations, and
- WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein, therefore, be it
- RESOLVED: By the Board of Trustees that the University President or her designee be authorized to enter into an agreement with Assessment Technology Institute, of Stilwell, Kansas, in an amount not to exceed \$34,800 for Fiscal Year 2013, \$42,000 for Fiscal Year 2014 and \$42,000 for Fiscal Year 2015.

**BID WAIVER, N.J. SPORTS & EXPOSITION AUTHORITY**

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for contracts in excess of \$30,700, and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding, and
- WHEREAS: The University has determined that it needs to hold the 2013 combined Undergraduate and Graduate Commencement Ceremony at the IZOD Center on May 15, 2013, and has holds on dates for the following two years: May 14, 2014 and May 13, 2015, and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 5.b., and
- WHEREAS: The Vice President for Administration and Finance has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations, and
- WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein, therefore, be it
- RESOLVED: By the Board of Trustees that the University President or her designee be authorized to enter into an agreement for a three- year period, Fiscal Years 2013 through 2015, with the N.J. Sports & Exposition Authority, of Rutherford, New Jersey in an amount not to exceed \$65,000 for each year.

**BID WAIVER, KEAN UNIVERSITY – U.S. TRANSITION TO  
TEACHING GRANT**

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded only by the state college/university after public advertising for bids and bidding therefore for contracts in excess of \$30,700, and

WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding therefore, and

WHEREAS: The University has subcontracted with Kean University to fulfill the terms and conditions of the U.S. Transition to Teaching Grant, and

WHEREAS: The purchase of services from another State College is exempted from public bidding pursuant to N.J.S.A. 18A:64-56(b), and

WHEREAS: The Vice President for Administration and Finance has certified that there are sufficient budgeted funds available to pay the expense authorized, and

WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein, therefore, be it

RESOLVED: By the Board of Trustees that the University President or her designee be authorized to enter into a contract through September 30, 2014 with Kean University, Union, New Jersey, in an amount not to exceed \$686,000.

**BID WAIVER, COLLEGE BOARD**

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for contracts in excess of \$30,700, and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding, and
- WHEREAS: The University has determined that it needs lists of high school students who have taken entrance exams for the purpose of recruiting them to enroll here, and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a.(3), and
- WHEREAS: The Vice President for Administration and Finance has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations, and
- WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein, therefore, be it
- RESOLVED: By the Board of Trustees that the University President or her designee be authorized to enter into an agreement with College Board, of Bala Cynwyd, Pennsylvania, in an amount not to exceed \$50,000 for Fiscal Year 2013.

**BID WAIVER, EC GROUP, LLC**

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for contracts in excess of \$30,700, and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding, and
- WHEREAS: The University has determined that it needs a consultant to undertake a comprehensive compliance audit and operational review of Financial Aid, and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a.(15), and
- WHEREAS: The Vice President for Administration and Finance has certified that there are sufficient budgeted funds available to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations, and
- WHEREAS: The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves this expenditure herein, therefore, be it
- RESOLVED: By the Board of Trustees that the University President or her designee be authorized to enter into an agreement with EC Group, LLC, of Lincoln, Nebraska, in an amount not to exceed \$95,000 for Fiscal Year 2013.

**11-12-8**

**RESOLUTION, VARIOUS PERSONNEL MATTERS  
(Consent Agenda)**

RESOLVED: That the Board of Trustees approves the various personnel matters as recommended by the President including third, fourth and fifth year faculty reappointments, third, fourth and fifth year professional staff reappointments, sabbatical leaves, and miscellaneous personnel actions including appointments, resignations, retirements, and various changes in employee status, and directs that the actions be listed in the minutes of this meeting.



**WILLIAM  
PATERSON  
UNIVERSITY**

OFFICE OF THE PRESIDENT  
300 POMPTON ROAD • WAYNE, NEW JERSEY 07470-2103  
973.720.2104 FAX 973.720.2399

**To:** ~~Personnel and Compensation Committee~~  
**From:** ~~Robert Seal~~  
**Chief of Staff to the President and Board of Trustees**  
**Subj:** **Reappointment of Faculty and Staff in Third, Fourth, and Fifth Years of Service**  
**Date:** **October 26, 2012**

Below is a summary of the reappointments of faculty in their third, fourth, and fifth years of service. Faculty candidates in the fifth year of service who are recommended will be awarded tenure on September 1, 2013, in accordance with the NJ tenure statute.

According to the AFT Contract, President Waldron must notify all candidates of her intention to reappoint or not to reappoint by October 30, 2012.

Candidates being recommended for reappointment will come before the Board for affirmation at the November 30, 2012 Board Meeting. Candidates not being recommended for reappointment are given, by contract, the right to appeal, first to the President (by November 20, 2012) and then to the Board of Trustees (by November 27, 2012), with a final decision rendered by December 21, 2012. Therefore, for purposes of this summary, negative recommendations are provided for information only, as the recommendation may be overturned after this Committee meeting.

We will apprise this Committee of any changes in reappointments based on appeal.

**Third Year Reappointments**

There are 17 candidates eligible for reappointment; all are being recommended for reappointment.

<b>Reappointed 17</b>			<b>Not Reappointed 0</b>	
Gender	Female = 11		Gender	Female = 0
	Male = 6			Male = 0
Ethnicity	African American = 0		Ethnicity	African American = 0
	Hispanic = 1			Hispanic = 0
	Asian = 3			Asian = 0
	White = 11			White = 0
	Non-Resident Alien = 2			Non-Resident Alien = 0

**Fourth Year Reappointments**

There are 3 candidates eligible for reappointment; all are being recommended for reappointment.

<b>Reappointed 3</b>			<b>Not Reappointed 0</b>	
Gender	Female = 2		Gender	Female = 0
	Male = 1			Male = 0
Ethnicity	African American = 0		Ethnicity	African American = 0
	Hispanic = 1			Hispanic = 0
	Asian = 0			Asian = 0
	White = 2			White = 0
	Non-Resident Alien = 0			Non-Resident Alien = 0

**Fifth Year Reappointments – Tenure Decision**

There are 20 candidates eligible for reappointment. Nineteen (19) candidates are being recommended for reappointment and tenure.

<b>Reappointed 19</b>			<b>Not Reappointed 1</b>	
Gender	Female = 11		Gender	Female = 0
	Male = 8			Male = 1
Ethnicity	African American = 0		Ethnicity	African American = 0
	Hispanic = 2			Hispanic = 1
	Asian = 4			Asian = 0
	White = 12			White = 0
	Non-Resident Alien = 1			Non-Resident Alien = 0

**Staff Reappointments**

Fourteen professional staff members in their third or fourth year in title are recommended for reappointment. Upon Board approval, these staff will be appointed into one-year contracts. Eleven professional staff members in their fifth year in title are recommended for reappointment. Upon Board approval, these staff will be appointed into a three-year contract.

<b>Reappointed 25</b>	
Gender	Female = 17
	Male = 8
Ethnicity	African American = 2
	Hispanic = 7
	Asian = 1
	White = 15
	Non-Resident Alien = 0

## **FACULTY REAPPOINTMENTS**

RESOLVED: That the Board of Trustees approves the reappointments of faculty members for the academic year 2013-2014 and directs the President of the University to send appropriate notification.

### For One-Year Reappointments September 1, 2013 – June 30, 2014

Sandra Alon, Assistant Professor, Educational Leadership and Professional Studies\*  
Jorge Arevalo, Assistant Professor, Marketing and Management Sciences  
Valeriya Avdeev, Assistant Professor, Accounting and Law  
Jennifer Callanan, Assistant Professor, Environmental Science\*  
Jyoti Champanerkar, Assistant Professor, Mathematics\*  
Lukas Dean, Assistant Professor, Economics, Finance and Global Business\*  
Jennifer DiNoia, Assistant Professor, Sociology\*  
Alison Dobrick, Assistant Professor, Elementary and Early Childhood Education\*  
Michael Figueroa, Assistant Professor, Kinesiology\*  
Bela Florenthal, Assistant Professor, Marketing and Management Sciences  
Michael Gordon, Assistant Professor, Psychology  
Eun Yong Hong, Assistant Professor, Educational Leadership and Professional Studies\*  
Mihaela Jitianu, Assistant Professor, Chemistry  
Sreevidya Kalaramadam, Assistant Professor, Women and Gender Studies\*  
Prabakar Kothandaraman, Associate Professor, Professional Sales  
Robert Laud, Associate Professor, Marketing and Management Sciences\*  
Amy Learmonth, Assistant Professor, Psychology\*  
Jeung Woon Lee, Assistant Professor, Biology\*  
Natalie Lindemann, Assistant Professor, Psychology  
John Malindretos, Associate Professor, Economics, Finance and Global Business  
Sue Mankiw, Assistant Professor, Elementary and Early Childhood Education  
Amanda Mazin, Assistant Professor, Special Education and Counseling

For One-Year Reappointments September 1, 2012 – June 30, 2013 (Cont'd.)

Loretta McLaughlin Vignier, Assistant Professor, Communication

Karen Phillips, Assistant Professor, Nursing\*

Michael Rees, Associate Professor, Art\*

Christopher Salerno, Assistant Professor, English

David Snyder, Assistant Professor, Chemistry\*

Joseph Spagna, Assistant Professor, Biology\*

Jim Tsiamtsiouris, Assistant Professor, Communication Disorders and Sciences

Timothy VanderGast, Assistant Professor, Special Education and Counseling\*

Elizabeth VanDyk, Assistant Professor, Nursing

Lisa Warner, Assistant Professor, Elementary and Early Childhood Education

Jamie Weiss, Assistant Professor, Biology

Jason Wicke, Assistant Professor, Kinesiology

Chin Hang Wong, Assistant Professor, Accounting and Law\*

Kyung-Hyan Yoo, Assistant Professor, Communication

Deniz Yucel, Assistant Professor, Sociology

Neici Zeller, Assistant Professor, History\*

Ge Zhang, Assistant Professor, Economics, Finance and Global Business

\*Creates Tenure Status

### **PROFESSIONAL STAFF REAPPOINTMENTS**

RESOLVED: That the Board of Trustees approves the reappointments of professional staff for the period July 1, 2013 – June 30, 2014 and for the period July 1, 2013 – June 30, 2016 and directs the President of the University to send appropriate notification.

#### For One-Year Reappointments July 1, 2013 – June 30, 2014

Christina Aiello, Assistant Director, Office of Graduate Admissions and Enrollment Services, (Prof. Svcs. Spec. 3, SC)

Daniel Baker, Admissions Counselor, Office of Undergraduate Admissions, (Prog. Asst., SC)

Carlos Cano, Admissions Counselor, Office of Undergraduate Admissions, (Prog. Asst., SC)

Yanil DeLaRosa, Learning Services Coordinator, Center for Academic Support, (Prof. Svcs. Spec. 4, SC)

Michelle DeMartino, Admissions Counselor, Office of Undergraduate Admissions, (Asst. Dir. 4, SC)

Luis Escobar, Coordinator of Retention and Degree Completion Initiatives, Center for Academic Support, (Asst. Dir. 3, SC)

Amy Falvo, Psychologist and Coordinator of Training, Counseling, Health and Wellness Center, (Prof. Svcs. Spec. 1, SC)

Elizabeth Fitzpatrick, Donor Relations Manager, Office of Development, (Asst. Dir. 3, SC),

Matthew James, Resident Director, Office of Residence Life, (Prog. Asst., SC)

Lisa Johnson, Associate Director Annual Giving, Office of Development, (Asst. Dir. 2, SC)

Amber Pantiliano, Resident Director, Office of Residence Life, (Prog. Asst., SC)

Paulaska Ramirez, Assistant Director, Educational Opportunity Fund, (Asst. Dir. 3, SC)

For One-Year Reappointments July 1, 2013 – June 30, 2014 (cont'd)

Olga Ricaldi, Assistant Director, Office of Financial Aid, (Asst. Dir. 4, SC)

Tristan Tosh, Assistant Director, Office of Campus Activities and Student Leadership, (Asst. Dir. 3, SC)

For Three-Year Reappointments - July 1, 2013 - June 30, 2016

Lourdes Bastas, Assistant Director, Office of Sponsored Programs, (Asst. Dir. 3, SC)

Chadd Braine, Assistant Football Coach, Department of Athletics, (Prof. Svcs. Spec. 4, 10 Mos., SC)\*

Keyana Darby, Coordinator of Scholarships, Office of Scholarships, (Prof. Svcs. Spec. 3, SC)

Ethan Jeros, Assistant Football Coach, Department of Athletics, (Prof. Svcs. Spec. 4, 10 Mos., SC)\*

Linda Refsland, Director of First Year Foundations, First Year Foundations Program, (Asst. Dir. 1, SC)

Margaret Renn, Assistant Director, Office of Field Experiences, (Asst. Dir. 4, SC)

Sharon Ryan, Assistant Director, Alumni Relations and Communications, Office of Alumni Relations, (Asst. Dir. 2, SC)

Rebecca Schaffer, Systems Administrator, Office of Information Systems, (Prof. Svcs. Spec. 2, SC)

Christine Smith, Assistant Director of Residential Academic Programs and Services, Office of Residence Life, (Asst. Dir. 3, SC)

Jarius Thompson, Admissions Counselor, Office of Undergraduate Admissions, (Prog. Asst. SC)

Xu, Yuanmeng, Professional Services Specialist, Global Financial Services Institute, (Prof. Svcs. Spec. 3, SC)

\*For a period of time not to exceed 10 months per year

### **SABBATICAL LEAVES**

RESOLVED: That the Board of Trustees approves the sabbatical leaves for Spring 2013, consistent with the conditions stipulated in the agreement between the State College Locals, NJSFT-AFT, AFL-CIO and the State of New Jersey and directs the President of the University to send appropriate notification.

### **PRESIDENT'S RECOMMENDATIONS TO BOARD OF TRUSTEES FOR SABBATICAL LEAVES FOR FACULTY MEMBERS**

#### Half-Year Sabbatical Leaves - Spring 2013

Sherle Boone, Psychology

Linda Hamalian, English

James Hauser, English

Daphne Joslin, Public Health

John Livingston, History

Timothy Newman, Music

Behnaz Pakizegi, Psychology

Lily Prince, Art

Lynne Rogers, Music

David Shapiro, Art

Gabe Wang, Sociology

William Paterson University Personnel Matters							
Personnel Action	Name	Position	Department	Range	Step	Salary	Effective Date
<b>APPOINTMENTS:</b>	Jasmine Clare	Counselor/Coordinator of AOD Svcs. (PSS1,SC)	Counseling, Health & Wellness Center	U27	3	\$73,884.90	10/29/2012
	Haruko Cook	Instructor (1/2 time:One Year Only)	Languages & Cultures	U18	12	\$33,546.62	9/1/12-6/30/13
	Wartyna Davis	Associate Dean	Humanities & Social Sciences	D33		\$145,600.00	12/3/2012
	Lan Jiang	Instructor (1/2 time:One Year Only)	Languages & Cultures	U18	4	\$24,891.55	9/1/12-6/30/13
	Christine Smith	Asst. Dir. of Residential Academic Programs and Services (Asst. Dir.3,SC)	Residence Life	U22	2	\$55,254.67	10/1/2012
	Judy Tsang	Assistant Director of Student Accounts (Mng. Asst.Dir. 1)	Office of Student Accounts	D26		\$85,000.00	10/9/2012
<b>LEAVES OF ABSENCES:</b>	Lori Ramos Medical Leave without pay	Assistant Professor	Communication	U24	12	\$89,915.16	9/01/12-12/31/12
* Leave without pay after expiration of eligible sick leave and vacation time							
** Leave without pay after expiration of eligible sick leave							
<b>RESIGNATIONS:</b>	Noor Ibrahim	Program Assistant	Residence Life	U17	2	43,291.82	11/9/2012
	Latreyanda Lynch	Professional Services Specialist 4,SC	Residence Life	U18	9	60,601.94	10/29/2012
<b>RETIREMENT:</b>	Robert McCallum	Associate Professor	Chemistry	U26	12	99,162.40	6/30/2013
	Eswar Phadia	Professor	Mathematics	U33	12	\$139,510.40	6/30/2013
	John Sims	Director, Employment Equity and Diversity (Dir.2,SC)	Employment Equity and Diversity	D30		\$106,400.00	12/31/2012
<b>CHANGE IN APPOINTMENT DATE:</b>							
Bahar Ashnai, Professional Sales, Instructor, U21, step 12, \$77,700.82, effective 9/10/2012							
<b>CHANGE IN FUNCTIONAL TITLE:</b>							
Elizabeth Riquez, from Dir. of Financial Aid (Dir.2,SC) to Dir. of Special Projects for Div. of Enrollment Management (Dir.2,SC), effective 10/15/2012							
<b>CHANGE IN SALARY:</b>							
Haruko Cook, Languages and Cultures, Instructor 1/2 time to Instructor 3/4 time, U18, 12, \$50,319.93, effective 9/10/2012							
Min Go, Political Science, Instructor to Assistant Professor, U22, step 5, \$63,149.81, received Ph.D. 8/2012							
KwangJoo Koo, Accounting and Law, Instructor to Assistant Professor, Range X, \$115,000.00, received Ph.D. 9/2012							

**11-12-9                    RESOLUTION, EMERITA STATUS FOR PROFESSOR  
BARBARA PARKER**

WHEREAS:                Professor Barbara Parker served William Paterson University for 23 years in the English Department before retiring on July 1, 2012, and

WHEREAS:                Barbara Parker was a highly productive scholar, having published two scholarly books, eight book chapters, eight articles in academic journals, and eight book reviews in scholarly journals, and

WHEREAS:                Barbara Parker has brought recognition to the University through presentations at national scholarly conferences and continues to do so in retirement; and

WHEREAS:                Barbara Parker served her department in many different capacities, particularly the First-Year English Program, the Freshman English Teaching Seminar, and the First-Year English Assessment Committee; and

WHEREAS:                Barbara Parker served the University in many different capacities, including participation in the Faculty Senate and on numerous University-wide committees, and

WHEREAS:                The English Department unanimously nominated Barbara Parker for Emerita Status, and was recommended for Emerita Status by the Faculty Senate at its meeting of October 23, 2012, therefore be it

RESOLVED:              That the Board of Trustees of the William Paterson University of New Jersey, upon the recommendation of the English Department and the Faculty Senate, approves the granting of Emerita Status to:

Barbara Parker, Professor of English

Appendix 10  
Minutes of the  
November 30, 2012  
Board Meeting

**11-12-10                    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 2013 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.

**11-12-11                    RESOLUTION, APPOINTING MEMBERSHIP TO THE BOARD  
OF DIRECTORS OF THE WILLIAM PATERSON UNIVERSITY  
AUXILIARY SERVICES ORGANIZATION, INC.**

WHEREAS:                    The Board of Trustees of William Paterson University makes appointments to the Board of Directors of the William Paterson University Auxiliary Organization, Inc.; therefore, be it

RESOLVED:                That the following individuals are appointed to the Board of Directors of the William Paterson University Auxiliary Organization, Inc., consistent with membership composition stipulated in its constitution:

Ms. Jean Aires

Ms. Maureen Conway, Vice Chair, Board of Trustees

Ms. Rosemarie Genco

Mr. Douglas Hamilton

Mr. Richard Hutchison, SGA President\*

Mr. Nick Maganuco, SGA Executive Vice President\*

Professor Kathleen Odell Korgen

Mr. Brandon Phelps, SGA Treasurer\*

Ms. Mikaela Polchak, SGA Vice President\*

Dr. Kathleen Waldron\*\*

Mr. Roland Watts

\*SGA Officers

\*\* Designee – Dr. John Martone, Vice President for Student Development

**11-12-12                    RESOLUTION, ON THE APPROVAL OF THE DOCTOR OF  
PSYCHOLOGY (PSYD) DEGREE PROGRAM**

WHEREAS: William Paterson University seeks to offer innovative educational programs that support a mission of encouraging academic excellence, professional accomplishment and personal growth in preparation for careers; and,

WHEREAS: The Faculty of the Department of Psychology, has proactively developed a new Doctor of Psychology (PsyD) degree program consonant with American Psychological Association accreditation standards; and,

WHEREAS: The program proposal was reviewed and its inception recommended by a qualified external consultant; and,

WHEREAS: The program has been reviewed and recommended by the Faculty of the College of Humanities and Social Sciences and the Faculty Senate; and

WHEREAS: The Dean of the College of Humanities and Social Sciences and the Provost and Senior Vice President for Academic Affairs concur in recommending the establishment of the degree of Doctor of Psychology (PsyD) to the President; and,

WHEREAS: Approval of this program requires State approval to exceed the mission of the University as a master's degree level institution; and,

WHEREAS: The President concurs in recommending this proposed program to the Board of Trustees as appropriate to the mission of the university and,

WHEREAS: The Educational Policy and Student Development Committee has reviewed this recommendation and the rationale for the proposed program and related documents and found them satisfactory; therefore, be it

RESOLVED: That the Board of Trustees of William Paterson University of New Jersey approves and authorizes the administration to notify the New Jersey higher education community of its intent to offer a new program of Doctor of Psychology (PsyD) and, subsequent to review consistent with the Higher Education Restructuring Act, to implement that program.