

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

Friday, November 18, 2016

The meeting was called to order at 9:05 a.m. in the College Hall Board Room.

BOARD MEMBERS PRESENT: Ms. Carrion, Mr. Galandak, Mr. Gruel, Mr. Guarasci, Mr. Neilley (via conference phone), Ms. Niro, Mr. Pesce, Dr. Pruitt, Mr. Seeve, Mr. Thomas, Dr. Zastocki (via conference phone), and President Waldron.

ABSENT: Ms. Cortez, Ms. Mascolo

OTHERS PRESENT:

Provost and Senior Vice President Sandmann, Vice President Bolyai, Vice President Cammarata, Vice President Ferguson, Vice President Goldstein, Vice President Ross, AVP DeDeo, General Counsel Jones, Mrs. Barone, Ms. Zimmerman, 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 to adopt the following resolution:

11-16-1 - RESOLUTION, TO MOVE INTO EXECUTIVE SESSION (Appendix 1)

The resolution was unanimously adopted.

At approximately 10:55 a.m. the Public Session resumed.

CHAIR'S REPORT:

Mr. Gruel welcomed everyone to the Board public session.

Mr. Gruel spoke about the annual performance evaluation of President Waldron conducted by the Executive Committee. The full Board has been apprised of the Committee's deliberations and recommendation regarding the President's compensation and is in agreement with the outcome.

It was moved by Mr. Gruel and seconded by Mr. Seeve to adopt the following resolution:

11-16-10- RESOLUTION, PRESIDENTIAL COMPENSATION (Appendix 10)

The resolution was unanimously adopted.

Mr. Gruel reminded everyone that President Waldron had turned down her increase the prior year. Board members commended President Waldron on her leadership and all that has been achieved over the last five years. Mr. Gruel commended her for the improvements in various areas; specifically, the increase in scholarships, the hiring of staff, her visibility as representative of the University and the State with educators and politicians, and her constant communication with the

Board to keep them informed on pertinent issues. However, he expressed the Board's concern regarding enrollment and retention.

President Waldron thanked the Board, the Cabinet, and everyone else involved in making her time at William Paterson a success.

APPROVAL OF MINUTES SEPTEMBER 23, 2016 BOARD OF TRUSTEES MEETING:

The minutes of the September 23, 2016 Board Meeting were approved as distributed.

PRESIDENT'S REPORT:

In the interest of time, President Waldron provided a brief update on the various faculty and staff accomplishments over the last several months. She noted the progress of various academic programs including the bachelor's degree program in Public Health, the Athletics Training program, and the positive NCLEX results for our undergraduate Nursing program. Fall 2016 enrollment and retention was discussed with mixed overall results. It was noted that the University-wide efforts to improve the four year graduation rate are working, although the retention of the first year class has remained flat for a number of years. Several personnel additions to the University community were announced – among them Charles Lowe, Director of Public Safety and University Police, and Michelle Zimmerman, Senior Administrative Assistant to the President. Also announced were retirement plans for colleagues Jeff Floyd, Sandie Miller, John Polding, and Nina Trelisky. President Waldron was honored to take part in a naturalization ceremony which took place at the Great Falls in Paterson, when 35 new citizens took their oath of allegiance. A full written report is included in the minutes of this meeting.

GOVERNMENT AND COMMUNITY AFFAIRS REPORT:

AVP DeDeo reported that a package of five bills were heard in the Assembly Higher Education Committee on October 27. It was noted that when a bill is on a committee agenda it is rare that it does not come out of committee and head to the full legislative body for consideration. Mr. DeDeo discussed the unusual circumstances leading up to the early selection of a Democratic candidate in next year's gubernatorial race; i.e., former Ambassador Philip Murphy. He noted that the only Republican officially declaring his candidacy is Assemblyman Jack Cittarelli.

FINANCE, AUDIT AND INSTITUTIONAL DEVELOPMENT COMMITTEE REPORT:

Ms. Niro reported that the Finance, Audit and Institutional Development Committee met on November 3, 2016. The Committee met privately with internal auditor, Jeff Floyd, prior to the committee meeting. The FY2016 audit report was presented to the committee along with financial reports reflecting the financial state of the University. VP Ferguson provided an update on the progress toward goals in her division for the first quarter of the fiscal year. Several bid waivers were put forth for review and recommendation to the Board. The Committee also reviewed proposed membership of the Auxiliary Services Organization for the 2016-2017 term.

The following resolutions were recommended for approval by the Board:

It was moved by Ms. Niro and seconded by Mr. Seeve to adopt the following resolution:

11-16-2 – RESOLUTION, EXTERNAL AUDIT – FISCAL YEAR 2016 (Appendix 2)

The resolution was unanimously adopted.

It was moved by Ms. Niro and seconded by Mr. Seeve to adopt the following resolution:

11-16-3 – RESOLUTION, FISCAL YEAR 2018 CAPITAL BUDGET REQUEST (Appendix 3)

The resolution was unanimously adopted.

It was moved by Ms. Niro and seconded by Mr. Seeve to adopt the following resolution:

11-16-4 – RESOLUTION, BID WAIVER, PROCUREMENT OF LEGAL SERVICES – STATE OF NEW JERSEY, DIVISION OF LAW (Appendix 4)

The resolution was unanimously adopted.

It was moved by Ms. Niro and seconded by Mr. Seeve to adopt the following resolution:

11-16-5 – RESOLUTION, BID WAIVERS (CONSENT AGENDA) (Appendix 5)

The resolution was unanimously adopted.

It was moved by Ms. Niro and seconded by Mr. Seeve to adopt the following resolution:

11-16-6 – RESOLUTION, APPOINTING MEMBERSHIP TO THE BOARD OF DIRECTORS OF THE WILLIAM PATERSON UNIVERSITY AUXILIARY SERVICES ORGANIZATION, INC. (Appendix 6)

The resolution was unanimously adopted.

PERSONNEL AND COMPENSATION COMMITTEE REPORT:

Mr. Galandak reported that the Personnel and Compensation Committee met on November 3, 2016 and received an update from General Counsel Jones on pending litigation. The Committee also discussed the recommendation of emerita status for Professor Isabel Tirado and reviewed various personnel matters which included faculty, librarian, and professional staff 3, 4, 5 year reappointments and other miscellaneous personnel actions.

The following resolutions were recommended for approval by the Board:

It was moved by Mr. Galandak and seconded by Dr. Pruitt to adopt the following resolution:

11-16-7 – RESOLUTION, EMERITA STATUS FOR PROFESSOR ISABEL TIRADO (Appendix 7)

The resolution was unanimously adopted.

It was moved by Mr. Galandak and seconded by Dr. Pruitt to adopt the following resolution:

11-16-8 – RESOLUTION, VARIOUS PERSONNEL MATTERS (CONSENT AGENDA)
(Appendix 8)

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 3, 2016. WPU Art student, Kelli Buchholz, along with Professor Kyle Coniglio, presented a report on the creation of a mural outside the Student Center this past summer which took over three weeks to complete. Provost Sandmann and Associate Provost Danielle Liautaud presented a report on the Summer Foundations Program along with data showing that participants in this voluntary program have higher retention rates, are more successful, and are graduating more timely than those who do not participate. The Enrollment and Retention Report for 2016 was presented by Vice President Ross reflecting summary data regarding retention and graduation rates. The Committee discussed a resolution and recommends the following resolution for approval by the Board.

It was moved by Mr. Pesce and seconded by Mr. Galandak to adopt the following resolution:

11-16-9 – RESOLUTION, CONFERRING OF DEGREES (Appendix 9)

The resolution was unanimously adopted.

OTHER BUSINESS:

There being no further business, the meeting adjourned at 12:00 p.m.

Respectfully submitted,



Robert Guarasci, Secretary
William Paterson University
Board of Trustees

11-16-1 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.

Appendix 2
Minutes of the
November 18, 2016
Board Meeting

11-16-2 RESOLUTION, EXTERNAL AUDIT – FISCAL YEAR 2016

RESOLVED: That the Board of Trustees of William Paterson University accepts the audit of the University Statement of Net Position; Statement of Revenues, Expenses and Changes in Net Position; and Statement of Cash Flows for the period July 1, 2015 through June 30, 2016 as presented by the independent auditor, Baker Tilly Virchow Krause LLP.

**11-16-3 RESOLUTION, FISCAL YEAR 2018 OPERATING BUDGET
REQUEST**

RESOLVED: That the Board of Trustees of William Paterson University approves the FY 2018 Budget Request for transmittal to the Department of Treasury for the support of 7,272 undergraduate FTEs and 706 graduate FTEs, for a total of 7,978 FTEs consisting of the following components:

	(000)
Base State Appropriation	\$ 30,357
State Fringe Benefits	38,624
Priority Budget Request	3,050
Tuition and Other Fees Income*	87,451
Auxiliary Income	25,027
External Grants	<u>38,400</u>
Total	\$222,909

*Based on FY 2017 tuition and fee rates.

11-16-4

RESOLUTION, BID WAIVER, PROCUREMENT OF LEGAL SERVICES - STATE OF NEW JERSEY, DIVISION OF LAW

RESOLVED: That pursuant to Subsection 5.b. of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or her designee to contract with the State of New Jersey, Division of Law for the provision of legal services to the University. The cost is not to exceed \$77,012 for the period July 1, 2016 through June 30, 2017.

11-16-5 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 \$33,000, and

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

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

WHEREAS: At its meeting of November 3, 2016, 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

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its November 18, 2016 meeting.

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
Automated Logic Corporation	\$ 160,000*
Bloomberg	\$ 73,000
Campus Labs	\$ 96,000 FY 2017** \$ 98,000 FY 2018
Daikin Applied	\$ 625,000
Oracle Corporation	\$ 255,000 FY 2018*** \$ 255,000 FY 2019

*Not to exceed \$160,000 for the three-year period of Fiscal Years 2017 through 2019

** For Fiscal Years 2017 and 2018

*** For Fiscal Years 2018 and 2019

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its November 18, 2016 meeting.

BID WAIVER, AUTOMATED LOGIC CORPORATION

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for contracts in excess of \$33,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: The University has determined that it needs to contract for the maintenance and repair of the campus-wide building automated HVAC control systems; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a.(27); and
- WHEREAS: The 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 Automated Logic Corporation, of Clifton, New Jersey, in an amount not to exceed \$160,000 for the three-year period Fiscal Year 2017, Fiscal Year 2018, and Fiscal Year 2019.

BID WAIVER, BLOOMBERG

- 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 \$33,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: The University has determined that it requires Bloomberg's Professional financial database subscription service; 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 Bloomberg, New York, New York, in an amount not to exceed \$73,000 for Fiscal Year 2017.

BID WAIVER, CAMPUS LABS

- 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 \$33,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: The University has determined that it needs to continue to utilize this company's software programs as a planning and assessment analytical tool; 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 Campus Labs, of Buffalo, New York, in an amount not to exceed \$96,000 for Fiscal Year 2017 and \$98,000 for Fiscal Year 2018.

BID WAIVER, DAIKIN APPLIED

- 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 \$33,000; 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 replace the Science Building HVAC units with equipment of the same manufacturer; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a.(27); and
- WHEREAS: The 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 Daikin Applied, of Hillsborough, New Jersey, in an amount not to exceed \$625,000.

BID WAIVER, ORACLE CORPORATION

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for contracts in excess of \$33,000; and
- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-56, permits in certain specified instances that contracts may be made, negotiated, or awarded by the state college/university by resolution of its Board of Trustees without public advertising for bids and bidding; and
- WHEREAS: The University has determined that it requires the purchase of the annual contractual maintenance license for the Oracle relational database management system; and
- WHEREAS: The purchase of this service, provided solely by this vendor, 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 a contract with Oracle Corporation, of Reston, Virginia, in an amount not to exceed \$255,000 for Fiscal Year 2018 and \$255,000 for Fiscal Year 2019.

**11-16-6 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 By-Laws:

Mr. Michael Blizzard, Alumni Association Community Member

Ms. Nejesea Brown, Student Government Association Vice President of Allocations

Mr. Joseph Caffarelli, Director of Residence Life

Mr. Domenico DiMaio, Alumni Association Community Member

Mr. John Galandak – Board of Trustee Member

Ms. Samantha Green, Associate Vice President of Finance and Controller

Mr. Esaul Helena, Student Government Association President

Ms. Cheyenne Jacobs, Student Government Association Vice President of Student
Life

Mr. Jachari Smith, Student Government Association Executive Vice President

Prof. Ronald Verdicchio – Faculty, Elementary and Early Childhood

Dr. Kathleen Waldron, William Paterson University President**

**President's Designee – Dr. Miki Cammarata, Vice President for Student
Development

**11-16-7 RESOLUTION, EMERITA STATUS FOR PROFESSOR
ISABEL TIRADO**

WHEREAS: Professor Isabel Tirado served William Paterson University for thirty-one years as a faculty member in the Department of History before retiring in June 2015; and,

WHEREAS: Isabel Tirado was Dean of the College of Humanities and Social Sciences for eleven years, and Chair of the History Department for six years; and, as Dean, hired over seventy tenure track faculty and increased faculty diversity, and initiated a Summer Research Program to support tenure track faculty; and,

WHEREAS: Isabel Tirado served on the Faculty Senate and the Executive Committee, the UCC Curriculum Committee and Global Awareness Review Panel, was interim director of the Asian Studies Program, and served in many other various capacities; and,

WHEREAS: Isabel Tirado was a respected teacher, developed more than a dozen courses in European and Russian history, is the author of a book on the Russian revolution and several scholarly articles and book chapters; and,

WHEREAS: Isabel Tirado received prestigious grants for her research, including two Ford Foundation fellowships, two grants from the National Endowment for the Humanities, and two Fulbright grants, and was a Senior Fellow at the renowned Harriman Institute at Columbia University, and a Visiting Senior Fellow at the Slavic Research Center at Hokkaido University in Japan; and,

WHEREAS: The faculty in the Department of History unanimously recommended Isabel Tirado for Emerita Status, and she was recommended for Emerita Status by the Faculty Senate on September 27, 2016; therefore, be it

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


Isabel Tirado, Professor, Department of History.

**11-16-8 RESOLUTION, VARIOUS PERSONNEL MATTERS
(CONSENT AGENDA)**

RESOLVED: That the Board of Trustees approves the various personnel matters as recommended by the President including faculty/librarian/professional staff 3,4,5 year reappointments, and miscellaneous personnel actions including appointments, leaves of absence, resignations, retirements, and various changes in employee status, and directs that the actions be listed in the minutes of this meeting.



MEMORANDUM

TO: Personnel and Compensation Committee
FROM:  Robert Seal, Chief of Staff to the President and Board of Trustees
RE: Executive Summary – Personnel Actions
DATE: October 28, 2016

Included for Committee review are the following personnel actions:

Faculty and Professional Staff 3rd, 4th, and 5th Year Reappointments

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, 2017 in accordance with the New Jersey tenure statute.

According to the AFT Contract, President Waldron must notify all candidates of her intention to reappoint or not to reappoint by October 31, 2016.

Candidates being recommended for reappointment will come before the Board for affirmation at the November 18, 2016 Board meeting. Candidates not being recommended for reappointment are given, by contract, the right to appeal, first to the President (by November 7, 2016) and then to the Board of Trustees (by November 30, 2016), with a final decision rendered by December 21, 2016. 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 16 candidates eligible for reappointment; all are being recommended for reappointment.

Reappointed 16		Not Reappointed 0	
Gender	Female = 10	Gender	Female = 0
	Male = 6		Male = 0
Ethnicity	African American = 2	Ethnicity	African American = 0
	Hispanic = 2		Hispanic = 0
	Asian = 4		Asian = 0
	White = 5		White = 0
	Unknown = 3		Unknown = 0

Fourth Year Reappointments

There are 10 candidates eligible for reappointment; 1 candidate is not being recommended for reappointment.

Reappointed 9		Not Reappointed 1	
Gender	Female = 6	Gender	Female = 0
	Male = 3		Male = 1
Ethnicity	African American = 1	Ethnicity	African American = 0
	Hispanic = 0		Hispanic = 0
	Asian = 1		Asian = 0
	White = 7		White = 1

Fifth Year Reappointments

There are 18 candidates eligible for reappointment; all are being recommended for reappointment.

Reappointed 18		Not Reappointed 0	
Gender	Female = 11	Gender	Female = 0
	Male = 7		Male = 0
Ethnicity	African American = 1	Ethnicity	African American = 0
	Hispanic = 1		White = 0
	Asian = 5		Non-Resident Alien = 0
	White = 11		
	Non-Resident Alien = 0		Unknown = 0

Librarian Reappointment

There is one Librarian (white, female) recommended for reappointment.

Professional Staff Reappointments

There are 23 candidates eligible for reappointment in their third or fourth year in title; all candidates are being recommended for reappointment. Upon Board approval, these staff will be appointed into one-year contracts. There are 4 professional staff members in their fifth year in title; all are being recommended for reappointment. Upon Board approval, these staff will be appointed into a three-year contract.

Reappointed 27		Not Reappointed 0	
Gender	Female = 12	Gender	Female = 0
	Male = 15		Male = 0
Ethnicity	African American = 9	Ethnicity	African American = 0
	Hispanic = 1		Hispanic = 0
	Asian = 0		Asian = 0
	White = 16		White = 0
	Unknown = 1		Unknown = 0

Emeritus Status for Professor Isabel Tirado

Resolution is attached.

FACULTY REAPPOINTMENTS

RESOLVED: That the Board of Trustees approves the reappointments of faculty members for the academic year 2017-2018 and directs the President of the University to send appropriate notification.

For One-Year Reappointments September 1, 2017 – June 30, 2018

Rahi Abouk, Assistant Professor, Economics, Finance, and Global Business

James Alford, Assistant Professor, Educational Leadership and Professional Studies

Bahar Ashnai, Assistant Professor, Professional Sales*

John Bae, Associate Professor, Kinesiology*

Pamela Brillante, Assistant Professor, Special Education and Counseling

Chen-Ho Chao, Associate Professor, Marketing and Management Sciences*

Ranita Cheruvu, Assistant Professor, Elementary and Early Childhood Education

Wendy Christensen, Assistant Professor, Sociology*

Matthew Crick, Assistant Professor, Communication*

Nicole Davi, Assistant Professor, Environmental Science

LaShauna Dean, Assistant Professor, Special Education and Counseling

David Fuentes, Assistant Professor, Elementary and Early Childhood Education*

Michael Griffiths, Assistant Professor, Environmental Science*

Michelle Hinkle, Assistant Professor, Special Education and Counseling*

Michael Hodges, Assistant Professor, Kinesiology

Richard Huizar, Assistant Professor, Political Science

Leo-Felix Jurado, Assistant Professor, Nursing*

Parminder Kaur, Assistant Professor, Chemistry

Matthew Kendrick, Assistant Professor, English*

Toni Lasala, Assistant Professor, Kinesiology

Fanny Lauby, Assistant Professor, Political Science

Sudha Mani, Assistant Professor, Professional Sales*

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its November 18, 2016 meeting.

Carrie Masia, Associate Profesor, Psychology

For One-Year Reappointments September 1, 2017 – June 30, 2018 (Cont'd.)

Emily Monroe, Assistant Professor, Biology*

Priya Nagaraj, Assistant Professor, Economics, Finance and Global Business*

Daria Napierkowski, Assistant Professor, Nursing*

Soo-Kwang Oh, Assistant Professor, Communication

Jennifer Owlett, Assistant Professor, Communication

David Philp, Assistant Professor, Music

Ellen Pozzi, Assistant Professor, Educational Leadership and Professional Studies*

Sharon Puchalski, Assistant Professor, Nursing

Ryan Rebe, Assistant Professor, Political Science

So Yon Rim, Assistant Professor, Psychology

Stephanie Rivera-Berruz, Assistant Professor, Philosophy

Marianne Sullivan, Assistant Professor, Public Health*

Naa-Solo Tettey, Assistant Professor, Public Health

Lawrence Verzani, Assistant Professor, Economics, Finance, and Global Business

Elizabeth Victor, Assistant Professor, Philosophy

Kristen Victorino, Assistant Professor, Communication Disorders and Sciences*

Anton Vishio, Assistant Professor, Music

Danielle Wallace, Assistant Professor, Africana World Studies*

Pei-Lin Weng, Assistant Professor, Special Education and Counseling

Yalan Xing, Assistant Professor, Chemistry

*Creates Tenure Status

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its November 18, 2016 meeting.

LIBRARIAN REAPPOINTMENT

RESOLVED: That the Board of Trustees approves the reappointment of a librarian for the period July 1, 2017 – June 30, 2018 and directs the President of the University to send appropriate notification.

For One-Year Reappointment July 1, 2017 – June 30, 2018

Cara Berg, Reference Librarian and Co-Coordinator of User Education, (Librarian III)

PROFESSIONAL STAFF REAPPOINTMENTS

RESOLVED: That the Board of Trustees approves the reappointments of professional staff for the period July 1, 2017 – June 30, 2018 and for the period July 1, 2017 – June 30, 2020 and directs the President of the University to send appropriate notification.

For One-Year Reappointments July 1, 2017 – June 30, 2018

Damion Barnett, Assistant Director, Student Enrollment Services, (Prof. Svcs. Spec. 3, SC)

Mary Alice Barrows, Assistant Director, Career Development Center, (Asst. Dir. 3, SC)

Molly Boylan, Resident Director, Office of Residence Life, (Prog. Asst., SC)

Alfred Clarke, TV Studio Manager, Department of Communication, (Prof. Svcs. Spec. 2, SC)

Marshal Coles, Professional Academic Advisor, Cotsakos College of Business, (Prof. Svcs. Spec. 2, SC)

Dawn Decker, Program Assistant, Transfer Student Experience, (Prog. Asst., SC)

Alma Diaz, Coordinator, Pre- College Program, School of Continuing and Professional Education, (Prof. Svcs. Spec. 4, SC)

Mychal Grubbs, Resident Director, Office of Residence Life, (Prog. Asst., SC)

Brian Grzymkowski, Assistant Director, Graduate Admissions and Enrollment Services, (Prof. Svcs. Spec. 3, SC)

Edward Gurka, Head Men's and Women's Swimming Coach, Department of Athletics, (Prof. Svcs. Spec. 3, 10 Mos., SC)*

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

O'Mari Lockhart, *Professional Academic Advisor, Gloria S. Williams Advisement Center, (Prof. Svcs. Spec. 2, SC)*

Gregory Lusardi, Assistant Football Coach, Department of Athletics, (Prof. Svcs. Spec. 4, 10 Mos., SC)*

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its November 18, 2016 meeting.

For One-Year Reappointments July 1, 2017 – June 30, 2018 (cont'd)

William O'Donnell, AV Network Design Engineer, Instruction and Research Technology,
(Prof. Svcs. Spec. 2, SC)

Renee Ojo Ohikuare, Assistant Registrar, Office of the Registrar, (Asst. Dir. 3, SC)

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

Susan Ruppel, Assistant Director, Office of Financial Aid, (Asst. Dir. 3, SC)

Maxwell Seeland, Associate Director of Annual Giving, Office of Institutional Advancement,
(Asst. Dir. 2, SC)

Sina Songer Brehmer, Project Manager, Enrollment Management and Technology, (Prof.
Svcs. Spec. 3, SC)

Timothy Stanfield, Academic Success Specialist, Supplemental Instruction, (Asst. Dir. 3,
SC)

Caitlin Tuzzio, Assistant Director, Office of Financial Aid, (Asst. Dir. 4, SC)

Shaun Williams, Assistant Football Coach, Department of Athletics, (Prof. Svcs. Spec. 4, 10
Mos., SC)*

Melissa Zolla, Admissions Counselor, Office of Undergraduate Admissions, (Prog. Asst.
SC)

For Three-Year Reappointments - July 1, 2017 - June 30, 2020

*Tashia Burton, Professional Academic Advisor, Gloria S. Williams Advisement Center, (Prof. Svcs.
Spec. 2, SC)*

Nicholas Gramiccioni, Resident Director, Office of Residence Life, (Prog. Asst., SC)

William Mattison, New Media Supervisor, Instruction and Research Technology, (Prof. Svcs. Spec.
2, SC)

Ashley New, Chemistry Laboratory Technician, Department of Chemistry, (Prof. Svcs.
Spec. 4, SC)

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

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its
November 18, 2016 meeting.

FOR ACTION BY THE BOARD OF TRUSTEES AT THE NOVEMBER 18, 2016 MEETING

William Paterson University
Personnel Matters

Personnel Action	Name	Position	Department	Range	Step	Salary	EffectiveDate
APPOINTMENTS:	Elizabeth Amaya-Fernandez	Wellness Coordinator (Prof. Svcs. Spec. 1, SC)	Counseling, Health, and Wellness Center	U27	4	79,382.33	11/8/2016
	Charles Lowe	Director, Public Safety and University Police (Director 2, SC)	Public Safety and University Police	D32		130,000.00	10/17/2016
	David Jones	Head Equipment Manager (Prof. Svcs. Spec. 4, SC)	Athletics	U18	6	55,608.16	10/12/2016
	Sean Molloy	Assistant Professor	English	U22	6	67,602.14	9/1/2016
	Yan Song	Assistant Professor (One Semester Only)	Economics, Finance and Global Business	U24	8	40,241.37	9/1/16 - 1/31/17
	Michelle Zimmerman	Senior Administrative Assistant to the President (Confidential Secretary)	Office of the President	D19		68,000.00	11/7/2016
LEAVES OF ABSENCES:	Megan Chesin Medical leave	Assistant Professor	Psychology	U23	8	73,011.30	9/1/16 - 12/16/16
	Lisa Foley Medical Leave	Instructor	Nursing	U18	12	68,950.03	9/1/16 - 3/1/17
	Victoria Jengo Medical leave	Assistant Director (Assistant Director 3, SC)	Campus Activities and Student Leadership	U22	5	64,897.57	9/9/16 - 11/6/16
	Fanny Lauby Medical Leave	Assistant Professor	Political Science	U22	6	67,602.14	10/17/16 - 11/20/16
	Lillian Prince Medical leave	Associate Professor	Art	U28	11	108,730.11	9/1/16 - 12/16/16
	David Shapiro Medical leave	Professor	Art	U32	12	136,569.24	9/1/16 - 12/16/16
	Ousseynou Traore Medical leave	Associate Professor	Africana World Studies	U26	12	101,906.72	9/1/16 - 12/16/16
	Donald Vardiman Medical leave	Professor	Psychology	U32	12	136,569.24	9/1/16 - 12/16/16
RESIGNATIONS:	Scott Strother	Assistant Director (Managing Assistant Director 3, SC)	Employment Equity and Diversity	D22		83,700.00	9/22/2016
RETIREMENTS:	Sandra Miller	Deputy CIO/Director, IRT (Director 2, SC)	Instruction and Research Technology	D30		148,000.00	12/31/2016
	John Polding	Associate Vice President, Human Resources (Dean 2)	Human Resources	D34		160,800.00	12/31/2016
CHANGE IN TITLE:							
Daniel Baker, Undergraduate Admissions, from Assistant Director of Admissions for Campus Visit Experience (Asst. Dir. 4, SC), U20, \$58,862.80 to Assistant Director of Admissions for Event Management (Asst. Dir. 2, SC), U24, \$62,604.03, effective 10/29/2016							
Richard Baird, Public Safety and University Police, from Interim Director (Dir. 1, SC), D32, \$96,000.00 to Associate Director of Public Safety and University Police (Assoc. Dir. 2, SC), D27, \$88,900.00, effective 10/16/2016							
Brian Chapman, Athletics, from Interim Head Men's Basketball Coach, U24, \$68,563.94 to Head Men's Basketball Coach, U24, \$74,523.85, effective 9/1/2016							
PART TIME APPOINTMENTS:							
Rudy Favocci, Marketing and Public Relations, Project Specialist, \$14.00/hr, effective 9/20/16 - 6/30/17							
Deanna Silver, College of Education, Project Specialist, Half-Time, \$35,000, effective 10/17/16 - 6/30/17							

11-16-9

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 2017 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.

11-16-10 RESOLUTION, PRESIDENTIAL COMPENSATION

WHEREAS: N.J.S.A. 18A:64-6 (g) authorizes State College / University Trustees to appoint the president and determine compensation, and

WHEREAS: The Executive Committee has completed its annual performance evaluation of the President, and is pleased with her performance, noting the improvement in student success as evidenced by improved graduation rates; an increase in the University's fundraising efforts, including several major gifts; improvements to the University's physical campus; and increased visibility of the President and University in the region and state; and

WHEREAS: As a result of the performance evaluation, the Executive Committee has recommended to the Board of Trustees that the President's annual compensation be adjusted to reflect the attainment of the aforementioned goals, among others; therefore, be it

RESOLVED: That the annual salary of President Kathleen Waldron be increased to \$335,000.00 effective July 1, 2016, with other terms and conditions of employment remaining unchanged.