

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

Friday, March 8, 2024

The meeting was called to order at 9:07 a.m. in the 1800 Valley Road Board Room. Trustees were both in attendance and participating via a virtual platform.

BOARD MEMBERS PRESENT: Ms. Cortez (virtual), Mr. Galandak, Mr. Guarasci (virtual), Mr. Helldobler, Mr. Lenahan, Ms. McDowell (virtual), Mr. Neilley (virtual from 9-10 am), Mr. Peralta, Ms. Rodriguez (virtual), Mr. Seeve, Ms. Scipio (virtual)

ABSENT: Mr. Gruel, Ms. Niro, Mr. Pesce, Mr. Velli, Ms. Zastocki

OTHERS PRESENT: Chief Diversity Officer Dr. Arnold, Chief Information Officer Dr. Bartle, Vice President Boucher-Jarvis, Vice President Dr. Cammarata, Vice President Ferguson, Vice President Goldstein, Vice President Dr. Kacenga, Director of Finance Mr. Lever, Vice President/CFO Loewrigkeit, Chief of Staff Mc Laughlin Vignier, Ms. Padula, Provost Dr. Powers, General Counsel Reardon Henry, Vice President Dr. de Veyga, Ms. Washington, Mr. Renzi (Baker Tilly), Mr. Compton (Baker Tilly), 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 in advance 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:
RESOLUTION 3-24-1, TO MOVE INTO EXECUTIVE SESSION

The resolution was unanimously adopted.

At approximately 11:01 a.m., the Public Session resumed.

Chair Michael Seeve welcomed everyone to the in-person and virtual meeting. He thanked members of the University community who have participated in the governance of the University by attending the Board meeting and reported that the Board did not have a request for public comment. Mr. Seeve then read the University's Land Acknowledgment statement.

APPROVAL OF MINUTES NOVEMBER 17, 2023, BOARD OF TRUSTEES MEETING:

The minutes of the November 17, 2023, Board Meeting were approved as distributed.

CHAIR'S REPORT:

Chair Seeve thanked everyone who was in attendance, both in person and virtually. Mr. Seeve reviewed the various issues discussed at the February 22nd committee meetings. He stated that the Finance, Audit, and Institutional Development Committee met with Internal Auditor Ms. Ellen Caravella and Chief Information Officer Gamin Bartle and then heard reports from several Vice Presidents, including reports from Chief Financial Officer Kirsten Loewrigkeit, reviewed bid

waivers, heard an update from cabinet members on the implementation of the Strategic Plan, the workday project, as well as reports from Enrollment Management and Institutional Advancement. He also informed us that the Educational Policy and Student Development Committee heard a presentation from Vice Presidents Cammarata, Kacenga, and Provost Powers on enrollment and retention trends and program vitality. Other topics which relate to personnel, were discussed by the Personnel Committee, and are confidential.

Mr. Seeve stated that President Helldobler keeps the Board apprised of campus events and the accomplishments of faculty, staff, and students. He stated that the Board continues to carefully monitor enrollments, and the budget as we plan for the University's future. He said the Board is appreciative and fully supports President Helldobler and his outstanding leadership and they look forward to continuing to work closely together.

PRESIDENT'S REPORT

President Helldobler thanked Mr. Seeve for his report. He noted that his full report, with recent accomplishments of the faculty, staff, and students since the last Board meeting, is included in the meeting materials. Dr. Helldobler began with updates on the new School of Nursing and the major collaboration agreement with Atlantic Health. He noted our most recent milestone is that it is the largest nursing enrollment in northern New Jersey. Dr. Helldobler shared a video, a feature story on our School of Nursing that aired on NJ Spotlight news the night before.

After sharing the video, Dr. Helldobler thanked Vice President Stuart Goldstein and his marketing and public relations team for facilitating the story, along with School of Nursing Associate Dean Dr. Guttman, her students, and faculty for their participation.

Dr. Helldobler then introduced Dr. Djanna Hill, the new Associate Dean of the College of Arts, Humanities, and Social Sciences. He stated that she is a long-standing chair within that college, tremendously talented, and he is looking forward to working with her.

Dr. Helldobler then spoke about our recently launched family portal. He reported on some of the metrics which is an extension of the student success team concept. He stated that the portal had grown nearly 11% since its launch to more than 1300 registered users, primarily families of first-year students. He also stated that email messages sent via the portal are being opened at a rate in excess of 50%, which is higher than the 40% average for educational organizations and a rate of over 80% for Spanish-speaking users in Spanish language content. Dr. Helldobler announced that the University hired a new director of the Small Business Development Center, Melissa Rosario, and he is excited about the new energy around the center.

Dr. Helldobler announced that William Paterson clinched the overall team championship title in the 16th National Sales Challenge that was hosted on campus in November by William Paterson's Russ Berrie Institute of Professional Sales. Senior Jessica David and freshman Felix Camacho of William Paterson competed in this three-day event competing with universities in the US, Canada, and Hong Kong, with approximately 100 students participating.

Mr. Seeve noted one correction to the report. Dr. Amy Ginsberg, Dean, College of Education, is in contract review to receive \$222,222 from the New Jersey Department of Education for the Reading Acceleration Professionally Integrated Development (RAPID) Initiative, which targets literacy in early elementary grades (kindergarten through grade 3).

This concluded Dr. Helldobler's report.

Mr. Seeve announced that the Board would like to recognize President Helldobler for his five years of service at William Paterson University. He presented Dr. Helldobler with a certificate and was congratulated by the Board.

SPRING 2024 ENROLLMENT UPDATE

Vice President George Kacenga provided us with a Spring Enrollment update.

Dr. Kacenga presented a snapshot of Census I and data nearing Census II. He highlighted the goals for Census II and updated us on the University KPIs. For university headcount, our goal for the Spring 2024 was 9443, but as of yesterday afternoon, the University enrollment is at 9833. He reviewed the remaining data on the slide and the breakdown by KPIs and noted that we are not going to see much shift at this point because the registration period has passed.

For WP online that the University goal for Spring 2024 was 3903, and as of yesterday, we were at 3979. He noted that with various changes in students and their change of plans, the University still expects to land close to 3979. Dr. Kacenga stated the Spring '24 enrollment new student goal was 1563 and as of the day before the University is at 1776. The Main Campus retention is 87% from Fall into Spring just short of the 88% goal.

Dr. Kacenga explained our improved forecasting and provided examples. He stated that our continuing students are up a little over 1% and readmits were down. That was due to policy changes that shifted the categories that students were in. He also highlighted our growing population of dual enrollment students. He pointed out the growth of Main Campus undergraduate enrollment. New graduate enrollment was up 15.7%; new transfer enrollment was up 11%. He stated that they also saw increases in the retention of female students, black students, Hispanic students, and commuter students. Dr. Kacenga discussed the different ways the University is communicating with the students for the Fall 2024 regarding FAFSA delays and how their main goal is to communicate with them clearly and meet their demands and discussed the FAFSA reporting in detail and noted the work being done toward financial aid optimization. Dr. Kacenga also noted that the University has moved the priority deposit of confirmations deadline from May 1 to June 1 to make sure families have the flexibility to understand their financial aid packages. He then outlined our goals for Fall 2024 for university headcount and noted that applications are up 13.4%, and admitted students are up at 14.4% for Fall 2024. Dr. Kacenga spoke about the growth and the diversity of international student enrollment. Lastly, Dr. Kacenga went over the Fall 2024 imperatives in detail, which include continuing to grow new student populations, retention/returning students, grow transfer student populations, enhance digital and virtual recruitment, smart analytics, freshmen yield imperative, and net tuition revenue.

Mr. Seeve stated that this was a great report, and this concluded Dr. Kacenga's report.

GOVERNMENT AND COMMUNITY AFFAIRS REPORT:

Vice President Guillermo de Veyga states that his full report is included in the board packet. He informed us that a big part of it was centered on the budget update that was presented by Governor Murphy and what that means. He stated that the only thing not mentioned in the report was that most public regional institutions, except for Stockton University, have seen a slight reduction in Outcomes Based Allocations including William Paterson. This concluded his report.

UNIVERSITY STRATEGIC PLAN UPDATE

Vice President Guillermo de Veyga reported that the committees were all briefed on the progress

of the strategic plan after year one. Dr. de Veyga stated they all talked about each specific pillar, pain points, points of pride, and things to look forward to in the upcoming year. He informed us that the actual year one document will be uploaded to the website in the upcoming week. With no questions, this concluded his report.

FINANCE, AUDIT, AND INSTITUTIONAL DEVELOPMENT COMMITTEE REPORT:

Trustee Lenahan stated that the Finance, Audit, and Institutional Development Committee met two weeks ago with internal auditor Ellen Caravella and with Chief Information Officer Dr. Gamin Bartle. He stated that they have continued their practice of meeting regularly with Dr. Bartle regarding cyber security risk assessment, and processes to ensure campus systems are protected. Mr. Lenahan also stated that the committee heard several reports, including the external auditor Baker Tilly and the investment group JP Morgan reports. Presentations from the vice presidents included the All Funds Report and bid waiver requests from the Chief Financial Officer, and updates on the implementation of Workday, University enrollment, Strategic Plan implementation, and Institutional Advancement.

The FAID Committee has agreed to move the following resolutions to the full board for approval.

It was moved by Mr. Seeve then seconded by Mr. Galandak to adopt the following resolution:
RESOLUTION 3-24-2 External Audit, and External Audit (Uniform Guidance) - Fiscal Year 2023

The resolution was unanimously adopted.

It was moved by Mr. Seeve then seconded by Mr. Galandak to adopt the following resolution:
RESOLUTION 3-24-3 Fiscal Year 2025 Operating Budget Request

The resolution was unanimously adopted.

It was moved by Mr. Seeve then seconded by Mr. Galandak to adopt the following resolution:
RESOLUTION 3-24-4, Bid Waiver, Consent Agenda

The resolution was unanimously adopted.

EDUCATIONAL POLICY AND STUDENT DEVELOPMENT COMMITTEE REPORT

Trustee Galandak delivered this report on Trustee Pesce's behalf. He stated that the committee also met on February 22nd and heard presentations from several Cabinet members on enrollment, a Strategic Plan update, and a Workday update. Mr. Galandak said they also heard a report from Vice Presidents Cammarata and Kacenga, and Provost Powers that provided an important look back on enrollment and retention trends since 2018 as well as information on programs that have experienced tremendous growth. There is much positive news, and the administration and faculty are paying focused attention to continuing to increase student success measures in a variety of ways, including through developing and revitalizing programs and certificates. He noted that the chair has encouraged the President to be mindful of what programs to grow, maintain, and close as we work toward reducing the structural deficit and achieving a balanced budget.

The committee had three resolutions to move forward with the Board today.

It was moved by Mr. Galandak then seconded by Mr. Lenahan to adopt the following resolution:
RESOLUTION 3-24-5, Appointing Membership to the Board of Directors of the William Paterson University Auxiliary Services Organization, Inc.

The resolution was unanimously adopted.

It was moved by Mr. Galandak then seconded by Mr. Lenahan to adopt the following resolution:
RESOLUTION 3-24-6, Conferring of Degrees – May and August 2024

The resolution was unanimously adopted.

It was moved by Mr. Galandak then seconded by Mr. Lenahan to adopt the following resolution:
RESOLUTION 3-24-7, Awarding of Honorary Doctorate Degree to Senator Nellie Pou, Commencement 2024

The resolution was unanimously adopted.

It was moved by Mr. Galandak then seconded by Mr. Lenahan to adopt the following resolution:
RESOLUTION 3-24-8, On the Initiation of Undergraduate Certificates

The resolution was unanimously adopted.

PERSONNEL AND COMPENSATION COMMITTEE REPORT:

Trustee Seeve read this report on Trustee Neilley's behalf. Mr. Seeve stated that the Personnel and Compensation Committee met on Thursday, February 22nd, and opened the meeting to all Board and Cabinet members included in personnel decisions. The Committee heard reports from Cabinet members and the President concerning the Workday implementation and the Strategic Plan. Mr. Seeve stated that they have a resolution which is a Consent Agenda concerning Various Personnel Matters. The Committee examined materials provided by Human Resources and the President's Office regarding personnel decisions made since the last Board of Trustees meeting. These include appointments with tenure and promotion, appointments, temporary appointments, professional staff appointments, leaves of absence, resignations, retirements, salary changes, and various changes in employee status. The Committee agreed to move the resolution forward to the full board for consideration.

It was moved by Mr. Lenahan then seconded by Ms. Cortez to adopt the following resolution:
RESOLUTION 3-24-9, VARIOUS PERSONNEL MATTERS (CONSENT AGENDA)

The resolution was unanimously adopted.

NOMINATIONS AND GOVERNANCE COMMITTEE

Trustee Galandak reported that The Committee met on Thursday, February 22nd. He stated that the committee received an update from Vice President de Veyga on pending bills in the state legislature that could affect higher educational institutions. He stated that the committee has no motions to move forward to the full board for approval. This concluded his report.

OTHER BUSINESS:

Mr. Seeve thanked all the committee chairs and informed us that the next Board meeting will take place on Thursday, June 20th, 2024. At this time, Mr. Seeve asked if the trustees had any other business. Ms. Rodriguez commented on her excitement about the video Dr. Helldobler shared on the School of Nursing and thanked everyone for the good work.

Hearing no other business or comments, the meeting was adjourned at 11:45 am.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Robert Guarasci". The signature is fluid and cursive, with a period at the end.

Robert Guarasci, Secretary
William Paterson University
Board of Trustees

RG/mp

APPENDIX 1
MINUTES OF BOARD OF TRUSTEES
MARCH 8, 2024 MEETING

03-24-1 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 BOARD OF TRUSTEES
MARCH 8, 2024 MEETING

3-24-2

**RESOLUTION, EXTERNAL AUDIT, AND EXTERNAL AUDIT
(UNIFORM GUIDANCE) – FISCAL YEAR 2023**

RESOLVED:

That the Board of Trustees of William Paterson University accepts the final 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, 2022 through June 30, 2023, and the Single Audit Reports and Schedules for the year ended June 30, 2023 as presented by the independent auditor, Baker Tilly Virchow Krause LLP.

APPENDIX 3
MINUTES OF BOARD OF TRUSTEES
MARCH 8, 2024 MEETING

**3-24-3 RESOLUTION, FISCAL YEAR 2025 OPERATING BUDGET
REQUEST**

RESOLVED: That the Board of Trustees of William Paterson University approves the FY 2025 Budget Request for transmittal to the Department of Treasury for the support of main campus 4,176 undergraduate FTEs and 567 graduate FTEs, for a total of 4,743 FTEs, and the following financial components for the University:

	(in 000's)
Base State Appropriation	\$ 46,932
Tuition and Other Fees Income*	73,586
Auxiliary Income	17,247
External Grants	39,479
Priority Budget Requests	<u>4,000</u>
 Total	 <u>\$181,244</u>

3-24-4 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 non-prevailing wage contracts in excess of \$100,000, 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 February 22, 2024, 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 Finance and Administration and Chief Financial Officer 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.

William Paterson University Board Waiver Summary – March 8, 2024

VENDOR	AMOUNT NOT TO EXCEED
3 Enrollment Marketing, Inc.	\$405,000 for Fiscal Year 2025 \$420,000 for Fiscal Year 2026 \$430,000 for Fiscal Year 2027 Total \$1,255,000
CBORD Group, Inc.	\$1,435,500 for Fiscal Year 2025 \$1,443,000 for Fiscal Year 2026 \$1,450,500 for Fiscal Year 2027 Total \$4,329,000
Ologie, Inc.	Increase \$30,000 to \$1,805,000 for Fiscal Year 2024
StarRez, Inc.	\$76,500 for Fiscal Year 2024 \$57,000 for Fiscal Year 2025 \$57,000 for Fiscal Year 2026 Total \$190,500

BID WAIVER, 3 ENROLLMENT MARKETING, INC.

- 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 non-prevailing wage contracts in excess of \$100,000; 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 professional consulting services to manage multimedia outreach to prospective students to support enrollment efforts; 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 and Chief Financial Officer 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 his designee be authorized to enter into an agreement with 3 Enrollment Marketing, Inc., of Oneonta, New York, in an amount not to exceed \$405,000 for Fiscal Year 2025, \$420,000 for Fiscal Year 2026 and \$430,000 for Fiscal Year 2027 for a total of \$1,255,000.

APPENDIX 4
MINUTES OF BOARD OF TRUSTEES
MARCH 8, 2024 MEETING

BID WAIVER, CBORD GROUP, INC.

- 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 non-prevailing wage contracts in excess of \$100,000; 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 software and hardware for the student ID housing management systems, for access control at various locations throughout the campus and merchant transaction services for transferring funds from a student's Pioneer account to off-campus merchants; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (19) information technology; and
- WHEREAS: The Vice President and Chief Financial Officer 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 his designee be authorized to enter into an agreement with CBORD Group, Inc, of Ithaca, New York, in an amount not to exceed \$1,435,500 for Fiscal Year 2025, \$1,443,000 for Fiscal Year 2026 and \$1,450,500 for Fiscal Year 2027 for a total of \$4,329,000.

RESOLUTION, BID WAIVER, OLOGIE, INC.

- 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 non-prevailing wage contracts in excess of \$100,000; 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 increase the funding for development and implementation of an integrated marketing plan; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (15) professional consulting services; and
- WHEREAS: The Vice President for Finance and Administration and Chief Financial Officer 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 therefore be it
- RESOLVED: By the Board of Trustees that the University President or his designee be authorized to increase the agreement with Ologie LLC, of Columbus, Ohio, by \$30,000, to \$1,805,000 for Fiscal Year 24.

APPENDIX 4
MINUTES OF BOARD OF TRUSTEES
MARCH 8, 2024 MEETING

BID WAIVER, STARREZ, INC.

- 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 non-prevailing wage contracts in excess of \$100,000; 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 software for student housing management to replace and enhance functionality of the current software which is being discontinued; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (19) information technology; and
- WHEREAS: The Vice President and Chief Financial Officer 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 his designee be authorized to enter into an agreement with StarRez, Inc, of Greenwood Village, Colorado, in an amount not to exceed \$76,500 for Fiscal Year 2024, \$57,000 for Fiscal Year 2025 and \$57,000 for Fiscal Year 2026 for a total of \$190,500.

APPENDIX 5
MINUTES OF BOARD OF TRUSTEES
MARCH 8, 2024 MEETING

**3-24-5 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:

Na'seyah Coley, Student Government Association Executive Vice President

Lourdes Cortez, Board of Trustees Member

Ariadna Giraldo, Student Government Association Vice President of Allocations

Teddy Lockhart, Student Government Association President

Jevon Morgan, Alumni Association

Balmurli Natrajan, Faculty, Community & Social Justice Studies

Sehaj Osan, Student Government Association Vice President of Student Life

Naima Ricks, Alumni Association

Beth Walkley, Associate Vice President for Budget and Fiscal Planning

Richard Helldobler, William Paterson University President**

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

APPENDIX 6
MINUTES OF BOARD OF TRUSTEES
MARCH 8, 2024 MEETING

3-24-6 RESOLUTION, CONFERRING OF DEGREES (CONSENT AGENDA)

RESOLVED: That the Board of Trustees of The William Paterson University of New Jersey approves the conferring of degrees, posthumous degrees, and honorary doctorate for May and August 2024 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.

**3-24-7 RESOLUTION, AWARDING OF HONORARY DOCTOR OF
HUMANE LETTERS DEGREE TO NEW JERSEY SENATOR
NELLIE POU, COMMENCEMENT 2024**

- WHEREAS: The Board of Trustees may award honorary degrees to candidates nominated by members of the University community for their outstanding contributions to, and service to our society; and
- WHEREAS: The University, in considering candidates for an Honorary Degree, can identify members of the community who are exemplary role models and have had a positive impact on improving the lives of students and their communities both locally and statewide; and
- WHEREAS: William Paterson University is proud to recognize the accomplishments of New Jersey State Senator Nellie Pou representing District 35 encompassing the communities surrounding William Paterson University including Haledon, North Haledon, Paterson and Prospect Park; and
- WHEREAS: Senator Pou has served as a State Senator since 2012 and is the Senate Majority Caucus Chair (2022 – present), chair of the Senate Commerce Committee, Vice-Chair of the Senate Judiciary Committee, Chairwoman of the New Jersey Legislative Latino Caucus, and serves as President-Elect of the National Hispanic Council of State Legislators; and
- WHEREAS: She has served the City of Paterson as its Business Administrator (2014-2018), Assistant Business Administrator (2003-2014 & 1997-1998), Director of Human Services (1986 – 1997), and as CETA Training and Education Coordinator (1993-1997); and
- WHEREAS: Senator Pou has championed initiatives to promote the health of the community and the safety of youth, including as part of the N.J. Task Force on Child Abuse and Neglect (1997 – 2016), the Passaic-Bergen County HIV Health Services Advisory Council (1993 – 1997) and served as the Passaic County Youth Program Coordinator (1983 – 1985); and
- WHEREAS: Senator Pou has been a fierce advocate for William Paterson University and its students by sponsoring multiple legislations to aid the institution and help shape higher education across the state.

More than anything, Senator Pou is an ally and someone who cares about our institution and the students it serves.; and

WHEREAS: The President of William Paterson University recommends that Senator Pou receive an Honorary Doctor of Humane Letters Degree; therefore, be it

RESOLVED: That Senator Nellie Pou, for her achievements as a public servant, for her initiatives focused on higher education access and affordability, and for her leadership and commitment to improving the lives of all citizens in the State of New Jersey be awarded a Doctor of Humane Letters Degree, *honoris causa*, at The William Paterson University of New Jersey Commencement Exercises on May 22, 2024, with all the rights and privileges appertaining thereunto.

03-24-8

RESOLUTION, ON THE INITIATION OF UNDERGRADUATE CERTIFICATES

WHEREAS: William Paterson University seeks to offer innovative educational programs consonant with the aspirations of its students and the career paths they choose, while building upon institutional strengths; and

WHEREAS: The offering of undergraduate certificates responds to the career goals of many students currently and prospectively; and

WHEREAS: The faculty of the College of Arts, Humanities and Social Sciences have developed and proposed the offering of the following undergraduate certificate, which has been reviewed and recommended by the College Curriculum Committee and the Faculty Senate:
Mindfulness and Wellness Certificate; and

WHEREAS: The faculty of the Cotsakos College of Business have developed and proposed the offering of the following undergraduate certificates, which have been reviewed and recommended by the College Curriculum Committee and the Faculty Senate:
Digital Marketing Certificate,
Social Media Marketing Certificate,
Integrated Marketing Communications Certificate,
Marketing Research Certificate,
Marketing Analytics Certificate,
Professional Selling Certificate,
Entrepreneurship and Community Development,
Logistics for a Global Society Certificate,
Responsible Management Certificate,
Management Accountant Certificate; and

WHEREAS: The faculty of the College of Science and Health have developed and proposed the offering of the following undergraduate certificate, which has been reviewed and recommended by the College Curriculum Committee and the Faculty Senate:

WHEREAS: Entrepreneurship and Sustainable Chemical Technologies Certificate; and
The appropriate College Deans, the Provost and Senior Vice President for Academic Affairs, and the President concur in recommending the initiation of these programs; and

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

RESOLVED: The Board of Trustees of the William Paterson University of New Jersey approves and authorizes the administration to notify the New Jersey Higher Education Community of our intent to offer these programs and, subsequent to review consistent with the Higher Education Restructuring Act, to take all necessary steps to implement the programs.

APPENDIX 9
MINUTES OF BOARD OF TRUSTEES
MARCH 8, 2024 MEETING

3-24-9

**RESOLUTION, VARIOUS PERSONNEL MATTERS
(CONSENT AGENDA)**

RESOLVED:

That the Board of Trustees approves the various personnel matters as recommended by the President, including faculty reappointments with tenure and promotion, faculty reappointments, professional staff reappointments, professional staff multi-year reappointments, librarian reappointments, sabbatical leaves, adjunct and overload assignments for Spring 2024, master tutor budget, graduate assistantship appointments for Spring 2024, appointments, temporary appointments, leaves of absence, non-reappointments, promotions, 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: Ms. Loretta Mc Laughlin Vignier
Chief of Staff to the President and Board of Trustees

RE: Executive Summary – Personnel Actions

Date: February 12, 2024

Included for Committee review are the following personnel actions and a resolution approving the various personnel actions taken by the University.

a. Faculty Reappointments with Tenure and Promotion

Candidates being recommended for reappointment for the 2024-25 academic year with tenure and promotion to Associate Professor, effective September 1, 2024: **10.**

b. Faculty Reappointments

Candidates being recommended for one-year reappointments for the academic year 2024-25, for the period of September 1, 2024 – June 30, 2025: **12.**

c. Professional Staff Reappointments

Candidates being recommended for one-year reappointments for the period of July 1, 2024 – June 30, 2025: **23.**

d. Professional Staff Multi-Year Reappointments

Candidates being recommended for three-year reappointments for the period of July 1, 2024 – June 30, 2027: **4.**

e. Librarian Reappointment

Candidates being recommended for one-year reappointments for the period of July 1, 2024 – June 30, 2025: **4.**

f. Sabbatical Leaves for Faculty

Candidates recommended for Sabbatical Leaves for Full Year: **4.**

Candidates recommended for Sabbatical Leaves for Half-Year (Fall 2024 or Spring 2025): **6.**

g. Spring 2024 Adjunct Assignments Report

h. Spring 2024 Overload Assignments Report

i. Spring 2024 Master Tutor Budget

The Academic Success Center provides tutoring and support services to students throughout the spring semester. For Spring 2024, there is a combined total of ten (10) master tutors with specializations in foreign languages, reading comprehension, ESL, writing, grammar, mathematics, anthropology, geography, sociology, and the humanities. Tutors are hired by the Center to provide these required services at no cost to the students. Total cost for the spring semester: \$22,435.00.

j. Spring 2024 Graduate Assistantship Appointment

Academic Affairs has provided a list of continuing and new Graduate Assistantships, along with a list of graduate students whose assistantships have ended, either due to their completion of their graduate studies, or for other reasons. The costs vary for these positions and cannot be simply enumerated.

k. Various Personnel Matters

The spreadsheet shows personnel matters at the University that have been affected since the last Board Meeting on November 17, 2023, including appointments, temporary appointments, deceased, leaves of absence, non-re-appointments, promotions, resignations, retirements, and salary changes.

Administrative and Faculty Appointments

Since the Board of Trustees last met, the University has made fourteen administrative hires. They include one Assistant Director and EOF Coordinator of Admissions, one Chief Diversity Officer, one Retention Coordinator, one WP Online Assistant Director of Financial Aid, one Tenure Track Assistant Professor, one Development and Donor Event Coordinator, one Assistant Director-Student Center Operations, one Simulation Lab Coordinator, one Graduate Advising and Professional Enhancement Coordinator, one Associate Director-Post Grant Awards, one Regional Director-New Jersey Small Business Development Center, one Director for Guest Services, one Confidential Executive Assistant in Finance and one Data Analyst.

Those positions are listed in the attached list of Personnel Matters.

Total Cost: \$1,258,905.35

Temporary Appointments

The University has made six temporary hires for this academic year – one Academic Success Coach, one State Coordinator- NJ History Day, one Teacher-Child Development Center, one Project Coordinator and one WP Mercer Onsite Coordinator.

The salaries for these positions = \$266,712.36

There is one Part-Time Early Childhood Paraprofessional at a \$25 hourly rate.

Leaves of Absence

This academic year, we have seven faculty and staff members on leave.

Resolution, Various Personnel Matters (Consent Agenda)

APPENDIX 9
MINUTES OF BOARD OF TRUSTEES
MARCH 8, 2024 MEETING

FACULTY REAPPOINTMENTS WITH TENURE AND PROMOTION

RESOLVED: That the Board of Trustees approves the reappointments and promotions of faculty members for the academic year 2024-2025 and directs the President of the University to send appropriate notification.

Reappointments with Tenure and Promotion to Associate Professor Effective September 1, 2024

Dongliang Lei, Assistant Professor, Accounting and Law

Ashley Gerst, Assistant Professor, Art

Kelley Healey, Assistant Professor, Biology

Lilian Luisa Milanes, Assistant Professor, Community and Social Justice

Lydia Albeuquerque, Assistant Professor, Nursing

Faith Atte, Assistant Professor, Nursing

Joset Brown, Assistant Professor, Nursing

Gihane Jeremie- Brink, Assistant Professor, Psychology

Elizabeth Harkins, Assistant Professor, Special Education, Counseling & Disability Studies

Eunsun Park, Assistant Professor, Speech and Language Pathology

FACULTY REAPPOINTMENTS

RESOLVED: That the Board of Trustees approves the reappointments of faculty members for the academic year 2024-2025 and directs the President of the University to send appropriate notification.

For One-Year Reappointments September 1, 2024 – June 30, 2025

Soohyun Lee, Assistant Professor, Management, Marketing and Professional Sales

Teresa Purcell- Giles, Assistant Professor, Music

Steven Jones, Assistant Professor, Psychology

Mehmet Turkoz, Assistant Professor, Management, Marketing and Professional Sales

Carl Bolleia, Assistant Professor, Music

Jungyun Won, Assistant Professor, Communication

Kiho Lim, Associate Professor, Computer Science

Gihan Mohamad, Assistant Professor, Educational Leadership and Professional Studies

Jaclyn Morrisette, Assistant Professor, Kinesiology

Wendy Wright, Assistant Professor, Politics, Legal and Urban sciences

Jason Silva, Assistant Professor, Sociology and Criminal Justice

Anita Kumar, Assistant Professor, Teacher Ed: Pre K-12

APPENDIX 9
MINUTES OF BOARD OF TRUSTEES
MARCH 8, 2024 MEETING

PROFESSIONAL STAFF REAPPOINTMENTS

RESOLVED: That the Board of Trustees approves the reappointments of professional staff for the period July 1, 2024 – June 30, 2025 and directs the President of the University to send appropriate notification.

For One-Year Reappointments July 1, 2024– June 30, 2025

Joan Baguidy, Assistant Director - Student Enrollment Services, (Professional Services Specialist 3), Student Enrollment Services

Maria Block, Accessibility Specialist, (Professional Services Specialist 3), Accessibility Resource Center

Kathryn Boschert, Assistant Director for Research Development, (Assistant Director 2), Sponsored Programs

DaRon Brown, Area Coordinator for Residence Life, (Professional Services Specialist 3), Residence Life Operating

Gabriella Brown, Academic Advisor/Retention Specialist, (Professional Services Specialist 2), Undergraduate Admissions

Paolah Chaparro, Academic Advisor/Retention Specialist, (Professional Services Specialist 2), Advisement Center

Daniela Colon, Advisement Specialist - WP Online Nursing, (Professional Services Specialist 2), Nursing

Jessica Ebegbulem, Counselor/Multicultural Specialist, (Professional Services Specialist 1), Residence Life Operating

Jenelle Egbeto, Undergraduate Admissions Counselor, (Professional Services Specialist 4), Undergraduate Admissions

Jason Greenhouse, Academic Advisor/Retention Specialist, (Professional Services Specialist 2), Advisement Center

George Hemenetz, Development Coordinator, Donor Relations and Foundation and Corporate Relations, (Professional Services Specialist 3), SC, Development

Jessica Jacobson, Head Softball Coach, (Professional Services Specialist 2), Athletic Program Support

Kelsey Kozak, Academic Advisor/Retention Specialist, (Professional Services Specialist 2), Advisement Center

Kevin Rodgers, Head Volleyball Coach, (Professional Services Specialist 2), Athletics

Stephanie Rodriguez, Undergraduate Admissions Counselor, (Professional Services Specialist 4), Undergraduate Admissions

Qurra-tul-ayn Saleem, Web and Digital Marketing Coordinator, (Professional Services Specialist 2), Marketing

Megan Searles, Accessibility Specialist, (Professional Services Specialist 3), Accessibility Resource Center

Ivy Sosoban, WP Online Clinical Coordinator - Nursing, (Professional Services Specialist 3), Nursing

Susan Stansfield, Professional Services Specialist, (Professional Services Specialist 3), Field Experience Partnerships

Kayla Stepinac, Academic Advisor/Retention Specialist, (Professional Services Specialist 2), Advisement Center

Michael Stewart, Graduate Admissions Counselor, (Professional Services Specialist 4), Grad Admissions and Enrollment Svcs

Ashley Villarreal, Social Media Marketing Coordinator, (Professional Services Specialist 2), Marketing

Courtney Wilson, Academic Advisor/Retention Specialist, (Professional Services Specialist 2), Advisement Center

APPENDIX 9
MINUTES OF BOARD OF TRUSTEES
MARCH 8, 2024 MEETING

PROFESSIONAL STAFF MULTI-YEAR REAPPOINTMENTS

RESOLVED: That the Board of Trustees approves the multi-year reappointments of professional staff and directs the President of the University to send appropriate notification.

July 1, 2024 – June 30, 2027 (Three Years)

Tia Cherry, Administrator, Academic Initiatives and Student Engagement, (Professional Services Specialist 1), Dean College of AHSS

Deborah Feingold, Program Coordinator, (Professional Services Specialist 3), Career Development Center

Katyhara Garfinkel, Assistant Director, (Assistant director 3), Office of the Registrar

Erin Stelma, Associate Director, Recreational Services, (Professional Services Specialist 2), Rec Ctr Services

APPENDIX 9
MINUTES OF BOARD OF TRUSTEES
MARCH 8, 2024 MEETING

LIBRARIAN REAPPOINTMENT

RESOLVED: That the Board of Trustees approves the reappointments of librarians for the period July 1, 2024 – June 30, 2025 and directs the President of the University to send appropriate notification.

For One-Year Reappointment July 1, 2024 – June 30, 2025

Neil Grimes, Education and Curriculum Materials Librarian, (Librarian III)

Linda Salvesen, Systems Librarian, (Librarian III)

David Williams, Librarian, (Librarian III)

Satasha Williams, Access Services Librarian, (Librarian III)

APPENDIX 9
MINUTES OF BOARD OF TRUSTEES
MARCH 8, 2024 MEETING

SABBATICAL LEAVES

RESOLVED: That the Board of Trustees approves the sabbatical leaves for 2024-2025, consistent with the conditions stipulated in the agreement between the State College Locals, CNJSCL-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

Full Year Sabbatical Leaves

<u>Name</u>	<u>Rank</u>	<u>Department</u>
Cho, Joanne	Professor	History, Liberal Studies & Philosophy
Kaur, Rajender	Professor	Language, Literature, Culture, and Writing
Learmonth, Amy	Professor	Psychology
Rittler, Steven	Associate Professor	Art

Half-Year Sabbatical Leaves (Fall 2024 or Spring 2025)

<u>Name</u>	<u>Rank</u>	<u>Department</u>
Becker, Martin	Professor	Environmental Science
Berg, Cara	Assistant Professor in the Library	Library
Fallace, Thomas	Professor	Teacher Ed: PreK-12
Huizar, Richard	Associate Professor	Politics, Legal & Urban Studies
Schwartz, Robin	Professor	Art
Weisberg, David	Professor	Music

ADJUNCT BOARD REPORT
ADJUNCT ASSIGNMENTS FOR THE SPRING 2024 SEMESTER
Date prepared: 01/31/2024 12:51 PM

COLLEGE OF ARTS HUMANITIES & SOCIAL SCIENCE

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Mukbil	Aktan	Art	8	0	8
Stephanie	Beck	Art	8	0	8
Miriam	Bisceglia	Art	4	0	4
Timothy	Blunk	Art	4	0	4
Cristina	DeGennaro	Art	4	0	4
Ivan	Eguigure	Art	6	0	6
Andrea	Geller Jablonski	Art	0	2	2
Carl	Jablonski	Art	8	0	8
AnnaLouise	Kruger	Art	8	0	8
Morgan	Lawson	Art	8	0	8
Vanessa	Nilsson	Art	4	0	4
Carol	Schuler	Art	6	0	6
Anna Carina	Sinocchi	Art	3	0	3
Art Department Total			71	2	73
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Ali	Akarcesme	Communication	3	0	3
Robert	Andersen	Communication	3	0	3
David	Arentsen	Communication	6	0	6
Denise	Bellog	Communication	3	0	3
Kuros	Charney	Communication	6	0	6
Rebecca	Costantini	Communication	3	0	3
Judy	Del Giudice	Communication	3	0	3
Staci	Dinerstein	Communication	3	0	3
Raymond	Edel	Communication	6	0	6
Shiqira	Freeman	Communication	3	0	3
Kristen	Kenny	Communication	3	0	3
Nancy	Kutzer	Communication	3	0	3
Kathryn	Lancioni	Communication	3	0	3
Randi	London	Communication	6	0	6
Diana	Peck	Communication	6	0	6
Christopher	Sweerus	Communication	3	0	3
Communication Department Total			63	0	63
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Glenn	Alcalay	Community & Social Justice Std	6	0	6
Alice	Baldwin-Jones	Community & Social Justice Std	6	0	6
Miran	Bozicevic	Community & Social Justice Std	1.5	0	1.5
Atola	Budd	Community & Social Justice Std	6	0	6
Judith	Dolce	Community & Social Justice Std	1.5	0	1.5
Lawrence	Gill	Community & Social Justice Std	3	0	3
Melinda	Gonzalez	Community & Social Justice Std	6	0	6
Karie	Gubbins	Community & Social Justice Std	6	0	6
Jennifer	Hastings	Community & Social Justice Std	7	0	7
Stephanie	Hernandez	Community & Social Justice Std	6	0	6
Ashanti	Jones	Community & Social Justice Std	6	0	6
Donnalynn	Scillieri	Community & Social Justice Std	6	0	6
Community & Social Justice Std Department Total			61	0	61
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Keith	Burkum	History,Phil,& Liberal Studies	6	0	6

Alexander	Clemente	History,Phil,& Liberal Studies	6	0	6
Nick	Dianuzzo	History,Phil,& Liberal Studies	6	0	6
Judith	Dolce	History,Phil,& Liberal Studies	1.5	0	1.5
Edward	Duarte	History,Phil,& Liberal Studies	6	0	6
Milton	Eng	History,Phil,& Liberal Studies	3	0	3
Barbara	Krasner	History,Phil,& Liberal Studies	6	0	6
Anatoly	Nichvoloda	History,Phil,& Liberal Studies	3	0	3
Stephen	Pellegrini	History,Phil,& Liberal Studies	6	0	6
Josue	Perez	History,Phil,& Liberal Studies	6	0	6
Louis	Picone	History,Phil,& Liberal Studies	3	0	3
Shereen	Ramadan	History,Phil,& Liberal Studies	6	0	6
Kelly	Ruffel	History,Phil,& Liberal Studies	3	0	3
History,Phil,& Liberal Studies Department Total			61.5	0	61.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Mayra	Badillo	Lang,Lit,Culture, & Writing	3	0	3
Yu Jung	Bae	Lang,Lit,Culture, & Writing	3	0	3
Morgan	Bonanno	Lang,Lit,Culture, & Writing	6	0	6
David	Burokas	Lang,Lit,Culture, & Writing	3	0	3
Jill	Cadorin	Lang,Lit,Culture, & Writing	3	0	3
Margaret	Churchill	Lang,Lit,Culture, & Writing	6	0	6
Nazareth	Darakjian	Lang,Lit,Culture, & Writing	3	0	3
Alphonse	Dattolo	Lang,Lit,Culture, & Writing	3	0	3
Domenica	Del Prete	Lang,Lit,Culture, & Writing	6	0	6
Lamees	Fadl	Lang,Lit,Culture, & Writing	3	0	3
Sibylle	Frank	Lang,Lit,Culture, & Writing	3	0	3
Tina	Kern	Lang,Lit,Culture, & Writing	6	0	6
Mariko	Nakane	Lang,Lit,Culture, & Writing	3	0	3
Mariko	Narasaki	Lang,Lit,Culture, & Writing	6	0	6
John	Orozco	Lang,Lit,Culture, & Writing	3	0	3
Tracey	Pletz	Lang,Lit,Culture, & Writing	3	0	3
Kristi	Polidore	Lang,Lit,Culture, & Writing	6	0	6
Roberto	Ruiz	Lang,Lit,Culture, & Writing	3	0	3
Alicyn	Sabol	Lang,Lit,Culture, & Writing	3	0	3
Catherine	Viscomi	Lang,Lit,Culture, & Writing	3	0	3
Kisong	Yim	Lang,Lit,Culture, & Writing	3	0	3
Lang,Lit,Culture, & Writing Department Total			81	0	81
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Frank	Abrahams	Music	3	0	3
Karrin	Allyson - Schoonover	Music	4.68	0	4.68
Kevin	Antreassian	Music	3.3	0	3.3
Michael	Baker	Music	2	0	2
Bruce	Barth	Music	6.68	0	6.68
Gregg	Bendian	Music	6	0	6
Colleen	Bernstein	Music	1	0	1
Johnathan	Blake	Music	5.35	0	5.35
Andre	Bregegere	Music	4	0	4
Cecil	Bridgewater	Music	3.34	0	3.34
Lois	Buesser	Music	3	0	3
Kevin	Carrillo	Music	4	0	4
Darian	Clonts	Music	0.3	0	0.3
Hannah	Comia	Music	6	0	6
Kristin	Dabaghian	Music	2	0	2
Sandra	Dackow	Music	4	0	4
Frank	Fagnano	Music	7	1	8

John	Ferrari	Music	4	0	4
Ronald	Garofalo	Music	3	0	3
Malavika	Godbole	Music	1	0	1
Bill	Goodwin	Music	6.02	0	6.02
Skyler	Hagner	Music	0	6	6
Vincent	Herring	Music	4.68	0	4.68
Samuel	Kalcheim	Music	5	0	5
Ahran	Kim	Music	4	0	4
Nadya	Kourani	Music	6	0	6
Steven	La Spina	Music	7.35	0	7.35
Michael	LeDonne	Music	4.01	0	4.01
Steven	Leeds	Music	1.5	0	1.5
John	Maiello	Music	6	0	6
Russell	Malone	Music	6.02	0	6.02
Stephen	Marcone	Music	0.5	0	0.5
Marcus	Mc Laurine	Music	6.69	0	6.69
John	Mosca	Music	2.67	0	2.67
Stephan	Myerson	Music	8	0	8
Edward	Neumeister	Music	5.35	0	5.35
James	Noyes	Music	2	0	2
Angelo	Panetta	Music	6	0	6
Caroline	Parody	Music	6	0	6
Tonia	Passwater	Music	3	0	3
Thomas	Paster	Music	2	0	2
Matthew	Paterno	Music	2	0	2
Jeremy	Pelt	Music	6.02	0	6.02
Richard	Perry	Music	5.35	0	5.35
Tami	Petty	Music	2	0	2
Lisa	Pike	Music	3	0	3
Dante	Portella	Music	5	0	5
Ira	Roberts	Music	4	0	4
Tyler	Rubin	Music	2	0	2
Paul	Scott	Music	0.22	0	0.22
Christopher	Sholar	Music	1	0	1
Brian	Timmons	Music	2	0	2
Aaron	Van Duyne	Music	2	0	2
James	VanDyke	Music	3	0	3
Nathan	Webb	Music	3	0	3
Justin	Weiss	Music	6	0	6
Music Department Total			213.03	7	220.03
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Vivian	Altamura	Psychology	6	0	6
Juliana	Arango Gil	Psychology	3	0	3
Caroline	Arout	Psychology	3	0	3
Blerta	Bena	Psychology	3	0	3
Dianna	Boschulte	Psychology	3	0	3
Miran	Bozicevic	Psychology	1.5	0	1.5
Ashley	Bujalski	Psychology	6	0	6
Stephen	Byrne	Psychology	3	0	3
Alicia	Camlibel Carey	Psychology	7	0	7
Lori	Catania	Psychology	3	0	3
Tania	Chowdhury	Psychology	3	0	3
David	Chun	Psychology	6	0	6
Nafin	Elias	Psychology	6	0	6

Cynthia	Elkins	Psychology	6	0	6
Jessica	Elliott	Psychology	6	0	6
Gabrielle	Grenier	Psychology	2	0	2
Christopher	Guarino	Psychology	3	0	3
Brittany	Juncosa	Psychology	3	0	3
Christopher	Langford	Psychology	6	0	6
Pierre	Leon	Psychology	6	0	6
Frank	Luo	Psychology	2	0	2
Cory	Mieses	Psychology	3	0	3
Ashley	Mondragon	Psychology	1.5	0	1.5
Melissa	Pace	Psychology	6	0	6
Emily	Ryzuk	Psychology	6	0	6
Azara	Santiago	Psychology	6	0	6
Megan	Sedita	Psychology	2	0	2
Avianne	Smith-Cordice	Psychology	3	0	3
Diane	Sorrentino	Psychology	7	0	7
Carolyn	Spies	Psychology	4	0	4
Christina	Tuttle	Psychology	3	0	3
Anna	Urbaniak	Psychology	3	0	3
Zachary	Wanamaker	Psychology	3	0	3
Leah	Watson	Psychology	1.5	0	1.5
Amanda	Zavattieri	Psychology	6	0	6
Psychology	Department Total		142.5	0	142.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Staci	Block	Sociology	3	0	3
Claudia	Damari	Sociology	6	0	6
Michael	Demarco	Sociology	3	0	3
Gyselle	Gaudio	Sociology	3	0	3
Katarzyna	Gershman	Sociology	6	0	6
Kevin	Keogan	Sociology	3	0	3
Mawia	Khogali	Sociology	3	0	3
Heather	Kindell	Sociology	6	0	6
Jennifer	McAdam	Sociology	3	0	3
Noel	Mouldovan	Sociology	3	0	3
Sarah	Murray	Sociology	3	0	3
Nusret	Sahin	Sociology	3	0	3
Marie	Springer	Sociology	3	0	3
Danielle	Stovall	Sociology	3	0	3
John	Vespucci	Sociology	3	0	3
Kevin	Wronko	Sociology	3	0	3
Janet	Yager	Sociology	3	0	3
Sociology	Department Total		60	0	60
College of Arts Humanities & Social Sci Teaching Credits : 753.03 Non-Teaching Credits : 9.00 Total: 762.03					

COLLEGE OF BUSINESS

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Robert	Cooney	Accounting & Law	6	0	6
Frank	Dipre	Accounting & Law	3	0	3
Richard	Lahijani	Accounting & Law	6	0	6
Ikechukwu	Ndu	Accounting & Law	6	0	6
Carmen	Presinal	Accounting & Law	6	0	6
Gary	Steele	Accounting & Law	3	0	3
Seth	Wantuch	Accounting & Law	6	0	6
Accounting & Law	Department Total		36	0	36
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits

Gokul	Bahadur	Econ, Fin & Global Business	3	0	3
Marina	Bakreska	Econ, Fin & Global Business	9	0	9
Raed	Dandan	Econ, Fin & Global Business	6	0	6
Domenico	DiMaio	Econ, Fin & Global Business	3	0	3
Teya	Dupuis	Econ, Fin & Global Business	4.5	0	4.5
Joseph	McAllen	Econ, Fin & Global Business	6	0	6
Vandana	Satija	Econ, Fin & Global Business	6	0	6
Babita	Srivastava	Econ, Fin & Global Business	6	0	6
Econ, Fin & Global Business Department Total			43.5	0	43.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Shnawear	Awad	Mgt Mktg & Prof Sales	6	0	6
Janet	Brey	Mgt Mktg & Prof Sales	3	0	3
Donna	Chlopak	Mgt Mktg & Prof Sales	6	0	6
Joy	DeLosReyes	Mgt Mktg & Prof Sales	6	0	6
Cassandra	Fenyk	Mgt Mktg & Prof Sales	6	0	6
Mohamed	Gebril	Mgt Mktg & Prof Sales	6	0	6
Eugene	Hallenbeck	Mgt Mktg & Prof Sales	3	0	3
Gerald	Libby	Mgt Mktg & Prof Sales	3	0	3
Ronald	Licairac	Mgt Mktg & Prof Sales	7.5	0	7.5
Ian	Michaelchuck	Mgt Mktg & Prof Sales	3	0	3
Larry	Monaghan	Mgt Mktg & Prof Sales	6	0	6
Patricia	Moran	Mgt Mktg & Prof Sales	3	0	3
Gautam	Nivarthi	Mgt Mktg & Prof Sales	6	0	6
Rogel	Nuguid	Mgt Mktg & Prof Sales	6	0	6
Jennifer	Plotts	Mgt Mktg & Prof Sales	6	0	6
Michael	Poretti	Mgt Mktg & Prof Sales	3	0	3
Vincent	Vicari	Mgt Mktg & Prof Sales	3	0	3
Mgt Mktg & Prof Sales Department Total			82.5	0	82.5
College of Business Teaching Credits : 162.00 Non-Teaching Credits : 0.00 Total: 162.00					

COLLEGE OF EDUCATION

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Jolene	Battitori	Ed Leadership And Prof Studies	3	0	3
Angela	Coxen	Ed Leadership And Prof Studies	1.5	0	1.5
Tamika	DePass Pipkin	Ed Leadership And Prof Studies	3	0	3
Nicole	Fancera	Ed Leadership And Prof Studies	4	0	4
Rogernelle	Griffin	Ed Leadership And Prof Studies	3	0	3
Robert	Kravitz	Ed Leadership And Prof Studies	3	0	3
Armand	Lamberti	Ed Leadership And Prof Studies	6	0	6
Joseph	Massimino	Ed Leadership And Prof Studies	3	0	3
Christina	Nestory	Ed Leadership And Prof Studies	3	0	3
Sohee	Park	Ed Leadership And Prof Studies	6	0	6
James	Parry	Ed Leadership And Prof Studies	2	0	2
Tracey	Pletz	Ed Leadership And Prof Studies	3	0	3
Evan	Saperstein	Ed Leadership And Prof Studies	3	0	3
Tamika	Stephens	Ed Leadership And Prof Studies	3	0	3
Irene	Van Riper	Ed Leadership And Prof Studies	3	0	3
Hilda	Weisburg	Ed Leadership And Prof Studies	3	0	3
Ed Leadership And Prof Studies Department Total			52.5	0	52.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Lindsay	Aslan	Spec Ed Prof Counsl & Dis Stud	3	0	3
Leah	Dodd	Spec Ed Prof Counsl & Dis Stud	6	0	6
Kimberly	Ferrier	Spec Ed Prof Counsl & Dis Stud	3	0	3
Jessica	Hammond	Spec Ed Prof Counsl & Dis Stud	3	0	3
James	Irwin	Spec Ed Prof Counsl & Dis Stud	6	0	6

Daniela	Kelley	Spec Ed Prof Counsl & Dis Stud	3	0	3
Christy	Mulligan	Spec Ed Prof Counsl & Dis Stud	3	0	3
Brian	Propfe	Spec Ed Prof Counsl & Dis Stud	3	0	3
Millicent	Roskie	Spec Ed Prof Counsl & Dis Stud	6	0	6
Heather	Rotolo	Spec Ed Prof Counsl & Dis Stud	3	0	3
Joan	Seery	Spec Ed Prof Counsl & Dis Stud	3	0	3
Cynthia	Simon	Spec Ed Prof Counsl & Dis Stud	3	0	3
Leah	Woods	Spec Ed Prof Counsl & Dis Stud	3	0	3
John	Worthington	Spec Ed Prof Counsl & Dis Stud	3	0	3
Spec Ed Prof Counsl & Dis Stud Department Total			51	0	51
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Laurence	Gander	Teacher Education: PreK-1	3	0	3
Betsy	Golden	Teacher Education: PreK-1	3	0	3
Amy	Hnasko	Teacher Education: PreK-1	3	0	3
Lillian	Leathers	Teacher Education: PreK-1	3	0	3
Raquel	Lima	Teacher Education: PreK-1	6	0	6
Anissa	Martin Conyers	Teacher Education: PreK-1	1	0	1
Angela	McDermott	Teacher Education: PreK-1	0.5	0	0.5
Viviana	Morales	Teacher Education: PreK-1	3	0	3
Martha	Nemesh	Teacher Education: PreK-1	3	0	3
Naga	Philkhana	Teacher Education: PreK-1	0.5	0	0.5
Kathleen	Pina	Teacher Education: PreK-1	3	0	3
Lawan	Rickenbacker	Teacher Education: PreK-1	3	0	3
Emily	Shapiro	Teacher Education: PreK-1	3	0	3
Lauren	Vasile	Teacher Education: PreK-1	4	0	4
Ronald	Verdicchio	Teacher Education: PreK-1	3	0	3
Nicole	Walsh	Teacher Education: PreK-1	6	0	6
Linnea	Weiland	Teacher Education: PreK-1	3	1	4
Renee	Whelan	Teacher Education: PreK-1	2	0	2
Teacher Education: PreK-1 Department Total			53	1	54
College of Education Teaching Credits : 156.50 Non-Teaching Credits : 1.00 Total: 157.50					

COLLEGE OF SCIENCE & HEALTH

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Ammar	Ali	Biology	8	0	8
Roy	Cobb	Biology	4	0	4
Dennis	Daly	Biology	5	0	5
Diane	DeVito	Biology	6	0	6
Dante	Descalzi	Biology	3	0	3
Manisha	Dixit	Biology	6	0	6
Richard	Finizio	Biology	7	0	7
Dante	Gilberti	Biology	6	0	6
Corinna	Gilley	Biology	5	0	5
Robert	Hopkins	Biology	5	0	5
Marilou	Limguangco	Biology	7	0	7
Justin	Linteris	Biology	8	0	8
Peter	Mauser	Biology	5	0	5
Jose	Mediavilla	Biology	2	0	2
Mendi	Petroska	Biology	2	0	2
Louis	Sayad	Biology	5	0	5
Kathleen	Sayad	Biology	9	0	9
Biology Department Total			93	0	93
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Mouhanad	Bittar	Chemistry	3	0	3
Roman	Brukh	Chemistry	2	0	2

Marie	Cote	Chemistry	2	0	2
Sanaa	Gokeh	Chemistry	4	0	4
Miriam	Gulotta	Chemistry	5	0	5
Qiaxian	Johnson	Chemistry	6	0	6
Neeta	Juvekar	Chemistry	2	0	2
Asmaa	Lakhal	Chemistry	2	0	2
Sonia	Mathew	Chemistry	5	0	5
Pablo	Ramos	Chemistry	3	0	3
Michael	Ritchie	Chemistry	3	0	3
Lynn	Scully	Chemistry	3	0	3
SungBin	Shin	Chemistry	6	0	6
Clairissa	Yom	Chemistry	4	0	4
Chemistry Department Total			50	0	50
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Raed	Awawdeh	Computer Science	6	0	6
Tehsin	Chang	Computer Science	6	0	6
Matthew	Cheng	Computer Science	4	0	4
Brian	Hanley	Computer Science	6	0	6
Brandon	Wu	Computer Science	4	0	4
Computer Science Department Total			26	0	26
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Carolyn	Cairns	Environmental Science	6	0	6
Elana	Klein	Environmental Science	5	0	5
Environmental Science Department Total			11	0	11
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Corinne	Benson	Kinesiology	3	0	3
Kathleen	Cassino	Kinesiology	6	0	6
Jeffrey	Chimenti	Kinesiology	3	0	3
Anthony	Cross	Kinesiology	6	0	6
Brenda	DeNure	Kinesiology	3	0	3
Valarie	DiMartino	Kinesiology	6	0	6
Lynne	Digiacomio	Kinesiology	2	0	2
Thomas	Galan	Kinesiology	3	0	3
Daniel	Halewicz	Kinesiology	7.5	0	7.5
Leslie	McPeck	Kinesiology	3	0	3
Laurie	Moris	Kinesiology	4	0	4
Karan	Patel	Kinesiology	3	0	3
William	Pinckney	Kinesiology	2	0	2
Michael	Prybicien	Kinesiology	0	6	6
Robert	Rinaldi	Kinesiology	3	0	3
Joseph	Schmidt	Kinesiology	4	0	4
Nicholas	Simon	Kinesiology	3	0	3
Jill	Slater	Kinesiology	3	0	3
Timothy	Stiroh	Kinesiology	3	0	3
Rodrigo	Villagomez	Kinesiology	3	0	3
Alison	Witzmann	Kinesiology	3	0	3
Kinesiology Department Total			73.5	6	79.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Gary	Fink	Mathematical Sciences	6	0	6
Judy	Greenberg	Mathematical Sciences	3	0	3
Helena	Jankowitz	Mathematical Sciences	6	0	6
Mitra	Kermani	Mathematical Sciences	3	0	3
Linda	Martello Firriolo	Mathematical Sciences	6	0	6
John	Nihen	Mathematical Sciences	5	0	5

Grace	Park	Mathematical Sciences	5	0	5
Gerald	Reynolds	Mathematical Sciences	3	0	3
Maximilian	Rohrer	Mathematical Sciences	6	0	6
Morteza	Taherisefat	Mathematical Sciences	3	0	3
Ronald	Vallejo	Mathematical Sciences	5	0	5
Harry	Weston	Mathematical Sciences	5	0	5
Mathematical Sciences Department Total			56	0	56
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Kathy	Abel	Nursing	8	0	8
Olalekan	Amusan	Nursing	3	0	3
Fredrick	Apostadero	Nursing	3	0	3
Ma. Arlene	Azores	Nursing	3	0	3
Elizabeth	Balota	Nursing	4	0	4
Kim	Belton	Nursing	3	0	3
Danilo	Bernal	Nursing	6	0	6
Apollo Neil	Bernardo	Nursing	8	0	8
Celeste	Bethon	Nursing	6	0	6
Maryellen	Bolton	Nursing	7.5	0	7.5
Holly	Bond	Nursing	2	0	2
Shakeira	Braddy	Nursing	2	0	2
Joan	Brown	Nursing	4	0	4
Dionne	Brown	Nursing	8	0	8
Rosemary	Catton	Nursing	2	0	2
Ha Jae	Chon	Nursing	3	0	3
Asha	Cilly	Nursing	6	0	6
Cynthia	Cipoletti	Nursing	2	0	2
Martine	Clervil	Nursing	3	0	3
Rita	Colella	Nursing	6	0	6
Edith	Collazzi	Nursing	3	0	3
Jacqueline	Correia	Nursing	8	0	8
Brianna	Daly	Nursing	4	0	4
Rachel	Dana	Nursing	7	0	7
Angela	Davis	Nursing	6	0	6
Raeleen	De Jesus	Nursing	8	0	8
Hetal	Desai	Nursing	5.5	0	5.5
Reginald Mark	Dimailig	Nursing	8	0	8
Federico	Doliente	Nursing	6	0	6
Claire	Donaghy	Nursing	6	0	6
Mary-Ann	Donohue-Ryan	Nursing	4	0	4
Colin	Eckert	Nursing	3	0	3
Margaret	Edwards	Nursing	7.5	0	7.5
Christiam	Fajardo	Nursing	3	0	3
Nada	Farhat	Nursing	8	0	8
Pamela	Fonju	Nursing	3	0	3
Shantha	Franks	Nursing	7.5	0	7.5
Roberto	Galao Malo	Nursing	8	0	8
Meliza	Garrido	Nursing	7.5	0	7.5
Patricia	Giaquinto	Nursing	4	0	4
Wanda	Gibson	Nursing	6	0	6
Teresa	Giordano	Nursing	3	0	3
Maria	Gonzalez	Nursing	3	0	3
Tanya	Green	Nursing	7.5	0	7.5
Luis Gino	Guzman	Nursing	7	0	7
Rawan	Hammoudeh	Nursing	7	0	7

Chayna	Hardy-Reid	Nursing	7	0	7
Helen	Hodges	Nursing	1.5	0	1.5
Maria	Holguin	Nursing	6	0	6
Kimberly	Javier	Nursing	8	0	8
Beth	Karasin	Nursing	3	0	3
Lane	Kocovsky	Nursing	8	0	8
Janice	Loschiavo	Nursing	7	0	7
Kem	Louie	Nursing	3	0	3
Samantha	Love	Nursing	8	0	8
Karen	Macey-Stewart	Nursing	6	0	6
Norma Jean	Mann	Nursing	4	0	4
Cathy	McCormack	Nursing	6	0	6
Erin	McCrone	Nursing	8	0	8
Christina	McSherry	Nursing	3	0	3
Teresita	Medina	Nursing	4.5	0	4.5
Denise	Menonna Quinn	Nursing	4	0	4
Ryan	Mion	Nursing	4	0	4
Pooja	Modh	Nursing	6	0	6
Jaime	Muscianesi	Nursing	6	0	6
PREMA	NORONHA	Nursing	6	0	6
Nhat	Nguyen	Nursing	0.5	0	0.5
Pauline	Ochieng	Nursing	8	0	8
Kaneez	Odgers	Nursing	7.5	0	7.5
Sara	Owen	Nursing	3	0	3
Dula	Pacquiao	Nursing	7	0	7
Norman	Pangilinan	Nursing	6	0	6
Pamela	Pascarelli	Nursing	2	0	2
Allan	Paz	Nursing	3	0	3
Idalissie	Peguero	Nursing	4	0	4
Diana	Pekisheva	Nursing	6	0	6
Karolina	Piwnica	Nursing	3	0	3
Martin	Raagas	Nursing	7	0	7
Manuel	Ramos	Nursing	6	0	6
Mary	Ramos	Nursing	6	0	6
Joel	Regalado	Nursing	6	0	6
Charlene	Reilly	Nursing	1	0	1
Warly	Remegio	Nursing	6	0	6
Raymond	Reynoso-Polanco	Nursing	3	0	3
Dorante	Richards	Nursing	8	0	8
Christin	Riefler	Nursing	6	0	6
Kimberly	Rivera	Nursing	6	0	6
Milagros	Rojas	Nursing	6	0	6
Bruce	Ruck	Nursing	6	0	6
Jennifer	Ryan	Nursing	6	0	6
Hannah	Schlusser	Nursing	7	0	7
Joan	Seery	Nursing	1	0	1
Jessica	Shepherd	Nursing	4	0	4
Diane	Silbernagel	Nursing	3	0	3
Dana	Silverman	Nursing	8	0	8
Dashmeet	Singh	Nursing	3	0	3
Sheryl	Slonim	Nursing	3	0	3
Jovita	Solomon-Duarte	Nursing	8	0	8
Cindy	Stinson	Nursing	6	0	6
Ayah	Suleiman	Nursing	4	0	4

Dirksen	Taguiam	Nursing	3	0	3
Amanda	Tedeschi	Nursing	2	0	2
Jacqueline	Tierney	Nursing	6	0	6
Daniel	Verina	Nursing	6	0	6
Gilda	Villareal	Nursing	3	0	3
Karen	Voorhees	Nursing	6.5	0	6.5
Eric	Waga	Nursing	8	0	8
Gretchen	Walsh	Nursing	8	0	8
Brianna	Whitlock	Nursing	3	0	3
Cristina	Zamora	Nursing	8	0	8
edward	acquah	Nursing	4	0	4
kimberly	koval	Nursing	5.5	0	5.5
Nursing Department Total			582	0	582
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Rebecca	Abenante	Public Health	3	0	3
Jocelyn	Apicello	Public Health	6	0	6
Alyssa	Berdnik	Public Health	6	0	6
Pashko	Camaj	Public Health	6	0	6
Sandra	Carnegie-Anderson	Public Health	3	0	3
Jill	Chasse	Public Health	6	0	6
Sheila	Clancy	Public Health	3	0	3
Anita	Gardner	Public Health	3	0	3
Rodney	Hammond	Public Health	6	0	6
Grace	Hillyer	Public Health	3	0	3
Jody	Inglis	Public Health	3	0	3
Marilyn	McSpiritt-Guzio	Public Health	6	0	6
Barbara	Menzel	Public Health	6	0	6
Nicole	Milano	Public Health	6	0	6
Jonathan	Moss	Public Health	6	0	6
Jill	Riera	Public Health	6	0	6
Julio	Rodriguez	Public Health	6	0	6
Jamie	Sclafane	Public Health	6	0	6
Tekeyah	Sears	Public Health	6	0	6
Hilary	Tabish	Public Health	3	0	3
Stephanie	Talmdage	Public Health	6	0	6
Lital	Yinon-Wolf	Public Health	6	0	6
Emily	Zagnit	Public Health	6	0	6
Public Health Department Total			117	0	117
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Mollie	Bashan	Speech Language Pathology	3	0	3
Annamarie	Benbrook	Speech Language Pathology	8	0	8
Susan	Cohen	Speech Language Pathology	4	0	4
Meredith	Cozzarelli	Speech Language Pathology	8	0	8
Gina	Cush	Speech Language Pathology	8	0	8
Christina	Evans	Speech Language Pathology	7.5	0	7.5
Theresa	Harp	Speech Language Pathology	3	0	3
Lauren	Hunt	Speech Language Pathology	4	0	4
Kelly	Locascio	Speech Language Pathology	4	0	4
Joan	Lyness	Speech Language Pathology	4	0	4
Nancy	Minunni	Speech Language Pathology	4	0	4
Michelle	Neidleman Kennedy	Speech Language Pathology	3	0	3
Linda	Nicosia	Speech Language Pathology	7.5	0	7.5
Amanda	Schroeder	Speech Language Pathology	4	0	4
Stephanie	Sellitti	Speech Language Pathology	4	0	4

Speech Language Pathology	Department Total	76	0	76
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University Total Teaching Credits: 2,156.03	Total Non-Teaching Credits: 16.00	Total: 2,172.03
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OVERLOAD BOARD REPORT
OVERLOAD ASSIGNMENTS FOR THE SPRING 2024 SEMESTER
Includes Faculty, AFT NTPs, and Higher Ed Manager Employees
Date prepared: 01/31/2024 12:44 PM

COLLEGE OF ARTS HUMANITIES & SOCIAL SCIENCE

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
James	Blasi	Art	0	0.5	0.5
Ashley	Gerst	Art	0.3	1	1.3
Claudia	Goldstein	Art	0.3	0	0.3
Julie	Nagle	Art	2.7	0	2.7
Steven	Rittler	Art	2	1.5	3.5
Art Department Total			5.3	3	8.3
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Lorra	Brown	Communication	3	0	3
Alfred	Clarke	Communication	4	0	4
Gina	Guerrieri	Communication	3	0	3
Nicholas	Hirshon	Communication	1	0	1
Housen	Maratouk	Communication	6	0	6
Lynne	Orr	Communication	3	0	3
Maria	Tajes	Communication	0	3	3
Robert	Taylor	Communication	3	0	3
Chriss	Williams	Communication	6	0	6
Kyung-Hyan	Yoo	Communication	3	0	3
Communication Department Total			32	3	35
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Thomas	Gundling	Community & Social Justice Std	1	0	1
Sreevidya	Kalaramadam	Community & Social Justice Std	3	0	3
Lilian Luisa	Milanes	Community & Social Justice Std	3	0	3
Balmurli	Natrajan	Community & Social Justice Std	3	0.75	3.75
Danielle	Wallace	Community & Social Justice Std	3	0	3
Community & Social Justice Std Department Total			13	0.75	13.75
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Laura	Di Summa	History,Phil,& Liberal Studies	0.3	0	0.3
Terence	Finnegan	History,Phil,& Liberal Studies	0	1	1
George	MacLeod	History,Phil,& Liberal Studies	6	0	6
Scott	McDonough	History,Phil,& Liberal Studies	0	1.5	1.5
Lucia	McMahon	History,Phil,& Liberal Studies	3	0	3
Jenny	Nesenjuk	History,Phil,& Liberal Studies	1	0	1
History,Phil,& Liberal Studies Department Total			10.3	2.5	12.8
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Sara	Almuina Viz	Lang,Lit,Culture, & Writing	6	0	6
David	Borkowski	Lang,Lit,Culture, & Writing	0.3	0	0.3
Judith	Broome	Lang,Lit,Culture, & Writing	0.3	0	0.3
Ellen	Frye	Lang,Lit,Culture, & Writing	3	0	3
Amanda	O'Donnell	Lang,Lit,Culture, & Writing	6	0	6
John	Parras	Lang,Lit,Culture, & Writing	0.6	1.5	2.1
Franklin	Rodriguez	Lang,Lit,Culture, & Writing	0	3	3
Christopher	Salerno	Lang,Lit,Culture, & Writing	0.6	3	3.6
Rosa	Soto	Lang,Lit,Culture, & Writing	0.3	0	0.3
Barbara	Suess	Lang,Lit,Culture, & Writing	3	0	3
Gladys	Vega	Lang,Lit,Culture, & Writing	0	1.5	1.5
Bruce	Williams	Lang,Lit,Culture, & Writing	6	0	6

Martha	Witt	Lang,Lit,Culture, & Writing	0.6	0	0.6
Lang,Lit,Culture, & Writing	Department Total		26.7	9	35.7
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
David	Demsey	Music	2	0	2
Diane	Falk-Romaine	Music	4	0	4
Payton	MacDonald	Music	1	0	1
Timothy	Newman	Music	4.4	0	4.4
David	Weisberg	Music	3	0	3
Music	Department Total		14.4	0	14.4
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Arnold	Lewis	Politics, Legal Std & Urban Sc	3	0	3
Ruth	Maher	Politics, Legal Std & Urban Sc	1	0	1
Ryan	Rebe	Politics, Legal Std & Urban Sc	0	3	3
Politics, Legal Std & Urban Sc	Department Total		4	3	7
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Tia	Cherry	Psychology	3	0	3
Megan	Chesin	Psychology	3	0	3
Justina	Ekeocha	Psychology	3	1	4
William	Ernst	Psychology	1	1	2
Michael	Gordon	Psychology	6	0	6
Elizabeth	Haines	Psychology	3	0	3
Christian	Holle	Psychology	7	0	7
William	Indick	Psychology	0	5	5
Gihane	Jeremie-Brink	Psychology	6	0	6
Steven	Jones	Psychology	3	0	3
Amy	Learmonth	Psychology	0	2	2
Kathleen	Torsney	Psychology	3	0	3
Gwendolyn	Wood	Psychology	4.5	0	4.5
Psychology	Department Total		42.5	9	51.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Colleen	Eren	Sociology	3	0	3
Jacob	Felson	Sociology	3	1	4
Jessica	Lake	Sociology	3	0	3
Sociology	Department Total		9	1	10
College of Arts Humanities & Social Sci Teaching Credits : 157.20 Non-Teaching Credits : 31.25 Total: 188.45					

COLLEGE OF BUSINESS

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Valeriya	Avdeev	Accounting & Law	3	3	6
Elizabeth	Ekmekjian	Accounting & Law	3	0	3
Joan	Miller	Accounting & Law	6	0	6
Ahmad	Nassiripour	Accounting & Law	4.5	0	4.5
Chin Hang	Wong	Accounting & Law	3.3	0	3.3
Accounting & Law	Department Total		19.8	3	22.8
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Rahi	Abouk	Econ, Fin & Global Business	3	3	6
Giuliana	Andreopoulos	Econ, Fin & Global Business	6	0	6
Francis	Cai	Econ, Fin & Global Business	6	0	6
John	Malindretos	Econ, Fin & Global Business	3	0	3
Priya	Nagaraj	Econ, Fin & Global Business	3	0	3
Alexandros	Panayides	Econ, Fin & Global Business	6	0	6
Tricia	Snyder	Econ, Fin & Global Business	7.5	0	7.5
Demetri	Tsanacas	Econ, Fin & Global Business	3	3	6
Alfred	Verrios	Econ, Fin & Global Business	3	0	3
Lawrence	Verzani	Econ, Fin & Global Business	0.3	0	0.3

Chuanqian	Zhang	Econ, Fin & Global Business	7.5	0	7.5
Econ, Fin & Global Business Department Total			48.3	6	54.3
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Jorge	Arevalo	Mgt Mktg & Prof Sales	6	0	6
Bahar	Ashnai	Mgt Mktg & Prof Sales	3	0	3
Stephen	Betts	Mgt Mktg & Prof Sales	6	0	6
Rajiv	Kashyap	Mgt Mktg & Prof Sales	6	0	6
Andrey	Kretinin	Mgt Mktg & Prof Sales	3	0	3
Ali	Mir	Mgt Mktg & Prof Sales	3	3	6
Raza	Mir	Mgt Mktg & Prof Sales	3	3	6
Solomon	Nyaanga	Mgt Mktg & Prof Sales	6	0	6
Saeed	Shekari	Mgt Mktg & Prof Sales	3	0	3
Mehmet	Turkoz	Mgt Mktg & Prof Sales	9	0	9
Mahmoud	Watad	Mgt Mktg & Prof Sales	6	0	6
Mgt Mktg & Prof Sales Department Total			54	6	60
College of Business Teaching Credits : 122.10 Non-Teaching Credits : 15.00 Total: 137.10					

COLLEGE OF EDUCATION

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
James	Alford	Ed Leadership And Prof Studies	4	1	5
Heejung	An	Ed Leadership And Prof Studies	4.17	1	5.17
Samuel	Fancera	Ed Leadership And Prof Studies	6.38	1	7.38
Michelle	Gonzalez	Ed Leadership And Prof Studies	3	1	4
Carrie	Hong	Ed Leadership And Prof Studies	0	1	1
Geraldine	Mongillo	Ed Leadership And Prof Studies	4.68	0	4.68
Lynne	Orr	Ed Leadership And Prof Studies	3	0	3
Ellen	Pozzi	Ed Leadership And Prof Studies	0	1	1
Darlene	Russell	Ed Leadership And Prof Studies	1.5	0	1.5
Robert	Seal	Ed Leadership And Prof Studies	3	0	3
Ed Leadership And Prof Studies Department Total			29.73	6	35.73
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Pamela	Brillante	Spec Ed Prof Counsl & Dis Stud	3.6	6	9.6
Karen	Decker	Spec Ed Prof Counsl & Dis Stud	6	0	6
Meredith	Drew	Spec Ed Prof Counsl & Dis Stud	3	4	7
Elizabeth	Harkins	Spec Ed Prof Counsl & Dis Stud	3	1	4
Michelle	Hinkle	Spec Ed Prof Counsl & Dis Stud	3	0	3
Scott	Scardena	Spec Ed Prof Counsl & Dis Stud	6	0	6
Megan	Searles	Spec Ed Prof Counsl & Dis Stud	3	0	3
Timothy	VanderGast	Spec Ed Prof Counsl & Dis Stud	3	0	3
Rebecca	Vulcano	Spec Ed Prof Counsl & Dis Stud	3	0	3
Spec Ed Prof Counsl & Dis Stud Department Total			33.6	11	44.6
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Elizabeth	Brown	Teacher Education: PreK-1	0	3	3
Alison	Dobrick	Teacher Education: PreK-1	4	1	5
Malgorzata	Downes	Teacher Education: PreK-1	2	0	2
Thomas	Fallace	Teacher Education: PreK-1	0	1	1
Anita	Kumar	Teacher Education: PreK-1	1.5	1	2.5
Sue	Mankiw	Teacher Education: PreK-1	0	1	1
Ronni	Mendez	Teacher Education: PreK-1	1	0	1
Julie	Rosenthal	Teacher Education: PreK-1	3	1	4
Lisa	Warner	Teacher Education: PreK-1	0.9	0	0.9
Teacher Education: PreK-1 Department Total			12.4	8	20.4
College of Education Teaching Credits : 75.73 Non-Teaching Credits : 25.00 Total: 100.73					

COLLEGE OF HONORS

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
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Kevin	Martus	Honors	0.5	0	0.5
Krista	O'Donnell	Honors	0.5	0	0.5
Danielle	Wallace	Honors	1	0	1
Honors Department Total			2	0	2
College of Honors Teaching Credits : 2.00 Non-Teaching Credits : 0.00 Total: 2.00					

COLLEGE OF SCIENCE & HEALTH

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Patricia	Bush	Biology	5	0	5
Danielle	Desroches	Biology	3	1	4
David	Gilley	Biology	1.5	1	2.5
Kelley	Healey	Biology	0	0.5	0.5
Kendall	Martin	Biology	2	0	2
Emily	Monroe Waldburger	Biology	0	0.5	0.5
Emmanuel	Onaivi	Biology	0	0.5	0.5
Michael	Peek	Biology	0	3.5	3.5
Susan	Sgro	Biology	5	0	5
David	Slaymaker	Biology	1	1.5	2.5
Joseph	Spagna	Biology	0.5	0	0.5
Carey	Waldburger	Biology	0.5	0	0.5
Biology Department Total			18.5	8.5	27

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Bhanu	Chauhan	Chemistry	5	0	5
Mihaela	Jitianu	Chemistry	0	1.5	1.5
Parminder	Kaur	Chemistry	0.5	0	0.5
Mukesh	Sahni	Chemistry	4	0	4
Suresh	Sahni	Chemistry	5	0	5
David	Snyder	Chemistry	0.5	0	0.5
Chemistry Department Total			15	1.5	16.5

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Jaehyun	Kim	Computer Science	3	0	3
Kiho	Lim	Computer Science	0	1	1
John	Najarian	Computer Science	3	1	4
Ali	Saghiri	Computer Science	3	0	3
Computer Science Department Total			9	2	11

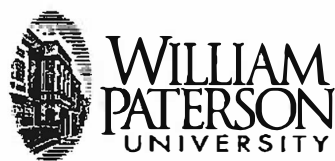
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Martin	Becker	Environmental Science	1.8	0	1.8
Michael	DaSilva	Environmental Science	3	0	3
Michael	Griffiths	Environmental Science	5	0	5
Elizabeth	Patterson	Environmental Science	2	0	2
Environmental Science Department Total			11.8	0	11.8

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
John	Bae	Kinesiology	6.99	0	6.99
Michele	Cascardi	Kinesiology	3	0	3
Racine	Emmons Hindelong	Kinesiology	4	1.5	5.5
Michael	Figueroa	Kinesiology	5.36	1.5	6.86
Ismael	Flores-Marti	Kinesiology	2	0	2
David	Hack	Kinesiology	7.47	0	7.47
Jaclyn	Morrisette	Kinesiology	2	0	2
Jason	Wicke	Kinesiology	6	0	6
Kinesiology Department Total			36.82	3	39.82

First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Eliana	Antoniou	Mathematical Sciences	4.5	1	5.5
Jyoti	Champanerkar	Mathematical Sciences	0	1	1
Zhiqiang	Chen	Mathematical Sciences	8.5	0	8.5

Rita	Levine	Mathematical Sciences	4	0	4
Wooi	Lim	Mathematical Sciences	4	0	4
Sandeep	Maheshwari	Mathematical Sciences	11.5	0	11.5
Kevin	Martus	Mathematical Sciences	0.5	0	0.5
David	Nacin	Mathematical Sciences	3	0.5	3.5
Madeleine	Rosar	Mathematical Sciences	3	0	3
Paul	VonDohlen	Mathematical Sciences	3.5	0	3.5
Mathematical Sciences Department Total			42.5	2.5	45
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Vivek	Agnihotri	Nursing	2	0	2
Lydia	Albuquerque	Nursing	7	0	7
Faith	Atte	Nursing	4	0	4
Cheryl	Hollema	Nursing	4	1.5	5.5
Maya	Joseph	Nursing	3	0	3
Lizy	Mathew	Nursing	4	0	4
Debbie	Mohammed	Nursing	0	1	1
Jill	Nocella	Nursing	4	0	4
Karen	Phillips	Nursing	3	1.5	4.5
Sharon	Puchalski	Nursing	3	0	3
Janet	Regan-Livingston	Nursing	2	1.5	3.5
Fazia	Weaver	Nursing	7	0	7
Nursing Department Total			43	5.5	48.5
First Name	Last Name	Department	Teaching	Non-Teaching	Total Credits
Corey	Basch	Public Health	3	0	3
Marianne	Sullivan	Public Health	3	1	4
Naa-Solo	Tetty	Public Health	0	1.5	1.5
Public Health Department Total			6	2.5	8.5
College of Science & Health Teaching Credits : 182.62 Non-Teaching Credits : 25.50 Total: 208.12					

University Total Teaching Credits: 539.65 Total Non-Teaching Credits: 96.75 Total: 636.40

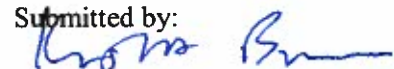


**Academic Success Center
Spring 2024 Master Tutor Budget**

Name Date of Hire - Degree	Area of Tutoring	Weekly Hours	Maximum Number of Hours	Hour Rate	Maximum Salary	Budget Line
Victor Constantini 855702156	Spanish, Writing and Grammar	8	112	\$ 18.00	\$ 2,016.00	Academic Success Center
Philippe Eberhard 1/18 - Ph.D 855101139	French, German and Writing	8	112	\$ 18.00	\$ 2,016.00	Academic Success Center
Lorraine Coco 9/09 - B.A. 855101686	Reading Comprehension, ESL, Grammar	6	84	\$ 18.00	\$ 1,512.00	Academic Success Center
Alec Ayers 09/19 - Ph.D 855202943	Anthropology, Sociology, History, Philosophy, Geography	17	238	\$ 19.00	\$ 4,522.00	Academic Success Center
Phillip Patalano 9/15- Ph.D. 855703859	Mathematics - All Levels	19	266	\$ 21.50	\$ 5,719.00	Academic Success Center
Dan Neville 9/21 855819940	Spanish and Music	4	56	\$ 22.00	\$ 1,232.00	Academic Success Center
Robert Ruiz 855020077	Spanish 1100	5	70	\$ 18.00	\$ 1,260.00	Academic Success Center
Marcia Hinds 09/17 - B.S. 855760965	Mathematics	6	84	\$ 21.00	\$ 1,764.00	Academic Success Center

Name Date of Hire Degree	Area of Tutoring	Weekly Hours	Maximum Number of Hours	Hour Rate	Maximum Salary	Budget Line
Luis Nunez 11/23 - B.S. 855660115	Mathematics: 1060, 1100, 1110, 1150, 1160	9	126	\$ 19.00	\$ 2,394.00	Academic Success Center
Cortney Pruden 855823732	Korean	7	98	\$ 17.00	\$ 1,666.00	Academic Success Center
TOTAL					\$ 22,435.00	

Submitted by:



Krista Brimm, Academic Learning Specilaist

Approved by:

 1/18/24

Linda Refsland, Executive Director of Academic Development Programs

Spring 2024 GA Appointments

20-Hour Appointments		
Name	Program of Study	Assignment
Cagandahan, Carla	Applied Mathematics	Mathematical Sciences
Salazar, Marcos	MFA Fine Arts	Art Department
Davenport, Andrew	MFA Fine Arts	University Galleries
Sanchez, Christina	MFA Fine Arts	Art Dept - Media Coordination, Public Relations
Dutschmann, Jessica	MFA Fine Arts	IRT
Shopnil, Shaad Binte Jaman	MFA Fine Arts	Art Dept - Power Arts
Anash, Nicole	PsyD	Bilingual/ESL
Nicoletta, Victoria	PsyD	Psychology
Appel, Eliana	PsyD	Accessibility Resources Center
Gold, Bailey Carol	PsyD	Public Health
Maloney, Kayla	PsyD	Psychology
Corbo, Claudia	MA Clinical & Counseling Psy	Nursing
Juarez, Gabriella	MA Clinical & Counseling Psy	Center for Diversity & Inclusion
Miller, Samuel	MA Clinical & Counseling Psy	DCAL
Ospina, Brayan	MA Clinical & Counseling Psy	Office of Sponsored Programs
Holzli, Aerin	MA Clinical & Counseling Psy	Student Enrollment Services
Saad, Sarah	MA Clinical & Counseling Psy	Special Events
Tanski, Madison	MA Clinical & Counseling Psy	Office of advancement/Annual Giving
Moffitt, Lorraine	MA Clinical & Counseling Psy	Athletics & Recreation

Yurt, Sidal	MA Clinical & Counseling Psy	Marketing & Public Relations
Rojas, Koribel	MA Clinical & Counseling Psy	EOF & Academic Achievement
Alexis, Nadlie	MA Clinical & Counseling Psy	Registrar
Joachim, Nicole	Speech Language Pathology	Honors College
Marcouiller, Georgia	Speech Language Pathology	Graduate Admissions
Maksoud, Emily	Speech Language Pathology	Accessibility Resource Center
Vanderlaan, Brooke	Speech Language Pathology	Field Experience Partnerships
Castillo, Mary Leanne	Speech Language Pathology	SLP Department
Cadestin, Chantal	Speech Language Pathology	Speech Language Pathology
Lawrence, Leslie	Speech Language Pathology	IRT
Mele, Hanna	Speech Language Pathology	Comm Disorders & Sciences
Malone, Caroline	Speech Language Pathology	CPE
Vega, Nicole	Speech Language Pathology	Comm Disorders & Sciences
Pierre, Debbie	MFA Creative & Prof Writing	English
Wikner, Alicia	MFA Creative & Prof Writing	English
Boyd, Nicole	MS Exercise Physiology	Kinesiology
Pocino, Giuliana	MS Exercise Physiology	Kinesiology
Haller, Sara	MS Sports Administration	Athletics
Hirst, Hannah	MS Sports Administration	Sports Information Office
Brownlow, Isla	Jazz Studies & Performance	Music Admission
McBride, Chelsea	Jazz Studies & Performance	Office of Field Experience

Liparini, Daniel	Jazz Studies & Performance	Office of Testing
Pambiachi, Avery	Jazz Studies & Performance	Music
Serra, Zachary	Music Jazz Arranging	Academic Foundations
Case, Gabriel	Music Jazz Arranging	Music
De La Fuente, Alonso	Music Jazz Arranging	OISS
Friedman, Logan	Music Jazz Arranging	Music
Mendelenko, Mykhailo	Music Jazz Arranging	TBD
Fernando, Christal	PCOM	Communication
Majumder, Susmita	PCOM	Communication
Brennan, Drew	MED Prof. Counseling	Office of Institutional Effectiveness
Pettway, Amanee	MED Prof. Counseling	WP Online
Spagnola, Sarah	MED Prof. Counseling	Special Ed & Counseling
Vaughan, Sean	MED Prof. Counseling	Center for Teaching Excellence (CTE)
Medina, Zilia	MED Prof. Counseling	Student Enrollment
Ramos, Onely	MED Prof. Counseling	Prof. Counseling
Larena, Ally	MED Prof. Counseling	Student Conduct
Spino, Michael	Speech Language Pathology	College of Education
Cadestin, Chantal	Speech Language Pathology	Speech Language Pathology
Powers, Ethan	Curr.&Learning Bilingual/ESL	Prospect Research
Ahmad, Racha	Public Policy	CAHS

Halak, Hussain	MBA	Marketing & Mgmt, Prof. Sales
Donado, Melanie	MBA	Science Enrichment Center
Haddad, Lia	MBA	EOF & Academic Achievement
Vera, Jasmine	Creative & Prof. Writing	Institutional Advancement

10 HOURS APPOINTMENTS		
Name	Program of Study	Assignment
Langellier, Yana	Bio/Biotech	Biology Biotechnology
Itzep, Anahi	Biotechnology	Academic Success Center
Thapa, Binay	Biology	Biology
Yom, Clairissa	Materials Chemistry	Chemistry
Lakhal, Asmaa	Materials Chemistry	Chemistry
Labiento, Gianna	Materials Chemistry	Chemistry
Yray, Gimelyn	Materials Chemistry	Chemistry
Agbugu, Amanosi	PsyD	Psychology
Allen, Meadow	PsyD	Psychology
Gilleran, Kaitlin	PsyD	Psychology
Gorman, Jane	PsyD	Psychology
Lee, Jarett	PsyD	Psychology
Leslie, Kathryn	PsyD	Psychology
Martinez, Gladys	PsyD	Psychology
Wrobleski, Joseph	PsyD	Psychology

Blakeslee, Austin	PsyD	Psychology
D'Andrea, Alexandra	PsyD	Psychology
Dhawlikar, Rina	PsyD	Psychology
Maloney, Kayla	PsyD	Psychology - RA
Pitt, Taylor	PsyD	Psychology
Sanchez, Abigail	PsyD	Psychology - RA
Vasavan, Aditya	PsyD	Psychology
Vogel, Benjamin	PsyD	Psychology
Cheron, Sydney	MA Clinical & Counseling Psy	Psychology
Sahsuvaroglu, Esra	MA Clinical & Counseling Psy	Psychology

Resignation/Withdrew/Probation		
Name	Program of Study	Assignment
Adiku, Joycelyn	MBA	Business
Anderson, Nickerra	Prof. Counseling Sch. Ed	Provost
Cruz, Danielle-Gail	SpeechLanguage	SpeechLanguage
Cusi-Tito, Luz	MBA	Business

Graduated January 2025		
Howe, Michael	Music Jazz Arranging	Music
La Capra, Michele	Bio/Biotech	Biology

							FOR ACTION BY THE BOARD OF TRUSTEES AT THE March 08, 2024 MEETING
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**William Paterson University
Personnel Matters**

Personnel Action	Name	Position	Department	Group	Range	Step	Salary	Effective Date
APPOINTMENT:								
	Mariela Aguilar	Assistant Director and EOF Coordinator of Admissions (Assistant Director 3)	Educational Opportunity Fund	AFT	22	5	\$75,087.89	2/27/2024
	Jeanne Arnold	Chief Diversity Officer (Associate Vice President)	Employment Equity & Diversity	HEM	37	0	\$190,000.00	1/16/2024
	Allison Backer	Retention Coordinator (Professional Services Specialist 3)	Academic Success Center	AFT	21	4	\$68,534.61	1/2/2024
	Christine Forgie	WP Online Assistant Director of Financial Aid (Assistant Director 4)	WP Online Student Success Services	AFT	20	7	\$73,783.22	12/4/2023
	Erin Graulich	Tenure Track Assistant Professor (Assistant Professor)	Nursing	AFT	24	7	\$89,673.58	1/25/2024
	June Henry- Singleton	Development and Donor Event Coordinator (Professional Services Specialist 3)	Development	AFT	21	1	\$59,589.01	1/2/2024
	Kaitlyn Howarth	Assistant Director, Student Center Operations (Assistant Director 3)	Contract Services	AFT	24	4	\$79,329.96	9/23/2023
	Juliana Lisi	Simulation Lab Coordinator (Professional Services Specialist 3)	Nursing	AFT	21	6	\$74,498.35	1/17/2024
	Kencia Mele	Graduate Advising and Professional Enhancement Coordinator (Professional Services Specialist 2)	Dean College of Business	AFT	24	2	\$72,434.22	11/20/2023
	Darryl Rivera	Associate Director, Post Grant Awards (Associate Director)	Finance Manager	HEM	27	0	\$115,000.00	11/13/2023
	Melissa Rosario Jimenez	Regional Director New Jersey Small Business Development Center (Director)	Small Business Dev Ctr	HEM	30	0	\$108,150.00	11/13/2023
	Carrie Rubino	Director, Guest Services (Assistant Director 4)	President	AFT	20	12	\$87,977.44	2/5/2024
	Saddarra Wertz	Confidential Executive Assistant (Confidential Assistant)	Finance Manager	HEM	26	0	\$73,000.00	1/2/2024
	Nancy Wilkowski	Data Analyst (Professional Services Specialist 1)	Office of Inst. Effectiveness	AFT	27	4	\$91,847.07	1/8/2024

APPOINTMENT (TEMPORARY):								
	Monica Artiga	Academic Success Coach (Professional Services Specialist 3)	Teacher Ed: PreK-12	AFT	21	6	\$74,498.35	12/11/2023 - 6/30/2024
	Omega Dickerson	Early Childhood Paraprofessional (Project Specialist, P/T)	Child Development Center	PROJECT SPEC	01	0	\$25.00	12/11/2023 - 6/30/2024
	Michelle Moon	State Coordinator- NJ History Day (Professional Service Specialist 2 P/T- 10 Mo)	National History Day	AFT	21	4	\$34,267.31	12/18/2023 - 6/30/2024
	Patricia Russo	Teacher, Child Development Center (Professional Services Specialist 3-10 Mo)	Child Development Center	AFT	18	1	\$51,475.81	11/15/2023 - 6/30/2024
	Joselynn Tanis	Project Coordinator(Professional Services Specialist 4)	Language, Lit, Culture, and Writing	AFT	18	5	\$61,767.04	09/01/2023 - 08/30/2024
	Gwendolyn Wood	WP Mercer Onsite Coordinator (Professional Services Specialist 3 P/T)	Transfer Program & Special Sessions	AFT	21	11	\$44,703.85	10/30/2023 - 6/30/2024
INFORMATION PURPOSES ONLY:								
Deceased	The Estate of Lauren Fowler-Calisto	Professor (Professor, 10 Mo)	Music	AFT	32	6	\$127,424.67	12/12/2023
LEAVE OF ABSENCE:								
	Sara Almuina Viz	World Languages Coordinator (Professional Services Specialist 3)	Language, Lit, Culture, and Writing	AFT	21	7	\$38,740	12/25/2023 - 1/8/2024
	Daniela Colon	Advisement Specialist - WP Online Nursing (Professional Services Specialist 2)	Nursing	AFT	24	6	\$86,225.73	12/5/2023 - 2/13/2024
	Steven Colon	Assistant Director, EOF (Assistant Director 2)	Educational Opportunity Fund	AFT	24	12	\$106,912.93	11/8/2023 - 03/01/2024
	Jenelle Egbeto	Undergraduate Admissions Counselor (Professional Services Specialist 4)	Undergraduate Admissions	AFT	18	3	\$56,621.43	10/16/2023 - 4/3/2024
	Lynne Orr	Advisor (Assistant Director 1)	WP Online Student Success Services	AFT	28	12	\$129,997.66	1/18/2024 - 02/13/2024
	Ivy Sosoban	WP Online Clinical Coordinator (Professional Services Specialist 3)	Nursing	AFT	21	8	\$80,462.09	1/25/2024 - 2/7/2024
	Salwa Zito	Director, First Year Foundation (Assistant Director 1)	First Year Foundations Program	AFT	26	10	\$110,299.15	12/4/2023 - 2/25/2024
NON REAPPOINTMENT:								
	Kencia Mele	Area Coordinator for Residence Life (Professional Services Specialist 3)	Residence Life	AFT	21	4	\$68,534.61	11/19/2023

PROMOTION:								
	Krista-Kay Brimm	Supervisor, Academic Success Center (Professional Services Specialist 2)	Academic Success Center	AFT	24	4	\$79,329.96	1/2/2024
	Jeannine Evans	Director of Human Resources Operations (Director)	Human Resources	HEM	30	0	\$122,000.00	2/1/2024
	The Estate of Lauren Fowler-Calisto	Professor (Professor, 10 Mo)	Music	AFT	32	6	\$127,424.64	11/17/2023
	Stacie Freeman	Director of HRIS and Compensation (Director)	Human Resources	HEM	30	0	\$107,000.00	2/1/2024
	Djanna Hill	Associate Dean of Arts, Humanities, and Social Sciences (Associate Dean)	Dean College of AHSS	AFT	33	0	\$180,000.00	1/13/2024
	Stella James	Senior Associate Director of Financial Aid (Associate Director)	Financial Aid	HEM	27	0	\$124,500.00	10/1/2023
	Teresa Kearney	Associate Budget Director (Managing Director)	Budget & Fiscal Planning	HEM	29	0	\$115,000.00	1/1/2024
	Peter Lazzaro	Senior Associate Director of Labor and Employee Relations and Compliance (Associate Director)	Human Resources	HEM	27	0	\$90,000.00	2/1/2024
	Francesco Tedesco	Senior Director, Enterprise Network Services (Director)	Enterprise Network & System Svcs.	HEM	30	0	\$175,480.00	12/16/2023
RESIGNATION:								
	Uzma Ali	Program Coordinator (Professional Services Specialist 4)	Psychology Doctoral	AFT	18	8	\$67,135.70	12/8/2023
	Scott Greenberg	Director Sound Engineering Arts (Non-Tenured Teaching Professional 2)	Music	AFT	22	10	\$90,734.16	1/12/2024
	William Kernan	Professor (Professor, 10 Mo)	Public Health	AFT	32	10	\$147,817.28	12/31/2023
	Mourad Sarrouti	Instructor (Instructor 10 Mo)	Computer Science	AFT	21	12	\$92,389.56	2/11/2024
	Laura Stark	Teacher, Child Development Center (Professional Services Specialist 3)	Child Development Center	AFT	18	6	\$62,164.11	11/14/2023

RETIREMENT:								
	Kathy Gill	Professor (Professor, 10 Mo)	Kinesiology	AFT	32	12	\$158,013.58	12/31/2023
	Lynn Lazar	Prospect Management Specialist (Professional Services Specialist 1)	Development	AFT	27	12	\$123,805.56	12/31/2023
	Denise Robinson Lewis	Director, Human Resources (Director)	Human Resources	HEM	30	0	\$156,700.00	2/1/2024
	William Siegrist	Associate Director-Plant Engineer (Director)	Plant Operations	HEM	30	0	\$145,800.00	12/31/2023
SALARY CHANGE:								
	Jim Tsiamtsiouris	Professor (Professor, 10 Mo)	Speech and Language Pathology Depar	AFT	33	11	\$160,533.60	1/1/2024
	Beth Walkley	AVP for Budget & Fiscal Planning (Associate Vice President)	Budget & Fiscal Planning	HEM	34	0	\$162,000.00	10/7/2023