

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

Thursday, September 19, 2025

The meeting was called to order at 9:01 a.m. in the 1800 Valley Road Board Room. Trustees were both in attendance and participating via a virtual platform.

BOARD MEMBERS PRESENT: Mr. Clavijo, Ms. Cortez (virtual), Mr. Galandak, Mr. Gruel (virtual), Mr. Guarasci (virtual), Ms. Hayek, President Helldobler, Mr. Lenahan (virtual), Mr. Neilley (virtual), Ms. Niro, Mr. Pesce (virtual), Ms. Rodriguez (virtual), Mr. Seeve

ABSENT: Ms. McDowell, Mr. Velli, Ms. Zastocki

OTHERS PRESENT: Chief Diversity Officer Dr. Arnold, Chief Information Officer Dr. Bartle, Vice President Dr. Cammarata, Mr. Cannon, Associate Vice President Carol Cuadrado, Vice President Ferguson, Vice President Goldstein, Vice President Dr. Kacenga, Ms. Lochan, Vice President/CFO Ms. Loewrigkeit, Chief of Staff Mc Laughlin Vignier (virtual), Ms. Padula, Provost Dr. Powers, General Counsel Reardon Henry, administrators, faculty, and others.

ANNOUNCEMENT CONCERNING ADEQUATE NOTICE OF MEETING:

In accordance with the "Open Public Meetings Act," the Chairperson publicly announced and 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 9-25-1, TO MOVE INTO EXECUTIVE SESSION

The resolution was unanimously adopted.

At approximately 10:47 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 there are no requests for public comment.

APPROVAL OF MINUTES JUNE 19, 2025, BOARD OF TRUSTEES MEETING:

The minutes of the June 19, 2025, Board Meeting were approved as distributed.

CHAIR OF THE BOARD OF TRUSTEES REPORT

Chair Michael Seeve stated that the Board committees met on September 4th, and issues were thoroughly discussed and vetted, then were moved forward to the agenda for the full Board meeting. The vice presidents and others in the university community updated the trustees on various items. He stated that at the September meetings, the Finance, Audit, and Institutional Advancement committee met privately with the internal auditor, the Chief Financial Officer, and the Chief Information Officer. The Committee heard reports from several vice presidents on the University's fiscal health, as presented by the CFO. The committee also reviewed bid waivers and heard updates from Cabinet members on enrollment and retention, as well as institutional advancement. The Educational Policy and

Student Development Committee heard a presentation on the status of certificate programs. The chair stated that the Personnel Committee discussed other personnel-related topics that are confidential. Dr. Helldobler let the Board know of the positive feedback he has received from faculty, staff, and especially students now that they are back on campus for the fall semester. Mr. Seeve stated that the Board continues to monitor enrollments and the budget as the University plans for the future. He also announced that the Board would be swearing in a new student trustee, recognizing outstanding administrators and staff, and bestowing a new title on recently retired and distinguished faculty members.

Mr. Seeve advised the board and our attendees of an honor for President Helldobler, who has been recognized as one of the NJ BIZ 2025 Executive Excellence Honorees. This award celebrates senior-level executives who consistently demonstrate remarkable leadership skills, integrity, values, vision, commitment to excellence, and strong company performance, as well as a dedication to community service. Dr. Helldobler will be recognized at an in-person awards ceremony this October. Everyone congratulated the President on this wonderful honor.

Mr. Seeve welcomed the new Student Trustee, Rachel Hayek. Rachel will be the non-voting Student Representative on the Board of Trustees for the academic year 2025-2026. She is an Honors College student majoring in marketing with a concentration in marketing management and a minor in studio art. She has been involved in several organizations and campus activities. Rachel is an Excel Scholar who, outside of the University, works as a teacher's assistant at a preschool and a freelance artist taking on personal and professional commissions.

General Counsel Melissa Reardon Henry swore in Student Trustee Hayek, and President Helldobler and Vice President Cammarata joined them in front of the boardroom. Mr. Seeve congratulated Ms. Hayek and let her know how happy the board is to have a new student trustee at the board table and looks forward to her service.

PRESIDENT'S REPORT

President Helldobler thanked Mr. Seeve for his report. He stated that his full report is included in the meeting materials and summarizes recent accomplishments of the faculty, staff, and students since the last Board meeting. He noted that he is always happy to speak about such positive news and outcomes.

President Helldobler introduced our newest Cabinet member, Ms. Carol Cuadrado. Carol is a WP alumna and joins us after working with Congresswoman Nellie Pou for nearly 30 years. Upon graduating from William Paterson, took a position as press secretary for then New Jersey Assemblywoman Pou. Over the years, Carol took on various roles, including most recently as State Director and Deputy Chief of Staff to U.S. Representative Nellie Pou. He stated how pleased he was that Carol has joined our team as the Associate Vice President of Government and University Relations, and we look forward to her insights as she represents our university out in the community and with our state and federal legislators.

Trustee Rodriguez extended a warm welcome to Ms. Cuadrado, expressing that the institution holds a special place in her heart. She conveyed her happiness and confidence that Ms. Cuadrado will lead the organization to new heights. Ms. Rodriguez also shared her enthusiasm and looks forward to collaborating with her.

Dr. Helldobler stated that every year in May, Governor Murphy recognizes several employees for their outstanding contributions, work ethic, and commitment to excellence in public service. Eight WP employees were recognized at a State Employee Recognition Day (SERD) Award Ceremony in Trenton. He recognized those employees before our governing Board. The employees' names and awards were as follows: Director of the Child Development Center & Early Childhood Innovation, Cindy Gennarelli; Education & Curriculum Materials Librarian, Dr. Neil Grimes; Director of the Office of Field Experiences, Margaret Renn; and Professional Services Specialist, Susan Stansfield. Cindy, Neil, Margaret, and Susan together received the Governor's Team of Excellence Award for their work on the Real Men Read project, which promotes literacy and mentorship, particularly for young boys in New Jersey preschools and elementary schools. Anna Baiata, Executive Director of the Office of Sponsored Programs, received the Leadership/Professional Achievement Award. Through several changes in leadership of her office, Anna has repeatedly stepped up not only to ensure smooth transitions but also to take the initiative in improving operations. Melissa Petrosi, Associate Director for Undergraduate Admissions, received the Innovation and Efficiency Award. Melissa is recognized for utilizing technology to enhance applicant accessibility, increase efficiency, improve service, and achieve cost savings. Dr. Kathleen Torsney, Director of the M.A. Program, Department of Psychology, received the Award of Heroism. As the only woman member of the Bloomingdale's Search and Rescue Team, Dr. Torsney helped rescue a Thanks to Dr. Torsney and her colleagues, the woman was located and the EMTs called. When their efforts to revive the victim onsite did not succeed, Dr. Torsney helped evacuate the woman from the rugged terrain so she could be taken St. Joseph's Hospital, where she was successfully revived. Jorrdin Miller, Office Administrator, Child Development Center, received the Community Service Award. Jorrdin's role involves a lot of interaction with the community members who use the Child Development Center's services. Families trust that Jorrdin cares about their needs and prioritizes the safety and well-being of their children.

President Helldobler also took the opportunity to recognize employees who are the University's Pioneer Award recipients. These are employees are commended for their exemplary contributions, leadership, and dedication. They included Patrick Ryan in Instruction and Research Technology (IRT) for leadership and Innovation, Michele Martin in Student Development for leadership and team spirit, Johanna Torres in Student Enrollment Services for leadership and professional achievement, Christie Jaime in Public Health for community leadership, and Krista O'Donnell in History, Liberal Studies, and Philosophy for faculty as mentor.

Dr. Helldobler stated that the Fall 2025 semester is off to a strong start. On August 26th, we welcomed more than 1,000 students to the Class of 2029, including students from 17 counties in New Jersey, 14 states, and 14 countries. The Welcome Day celebration began with beautiful weather and the incoming class processed from the Practice Field, past Wightman Stadium, and across the Pioneer Soccer Park. They were welcomed by a gauntlet of clapping and cheering faculty, and staff uniformly clad in orange Pio "Welcome Day 2025" t-shirts. After entering the Sports & Recreation Center for Convocation, they heard warm words of welcome, encouragement, and advice from Provost Dr. Josh Powers, Board Trustee and alumna Audrey McDowell, Faculty Senate Chair Dr. Balmurli Natrajan, Student Trustee Xavier Clavijo, Student Government Association President Sehaj Osan, and the President before concluding with the "Will Power" chant! The students then took a class photo at the "WP" statue and enjoyed a barbecue lunch, where they interacted with faculty and staff, all of whom wore lanyards with their names and positions and prompts for students to ask them about their own college experience and what advice they have to offer today's students. Later in the week, each of the colleges held welcome events to help further acclimate students to campus.

Dr. Helldobler shared that William Paterson University has been recognized as one of the nation's top employers in higher education, earning a place on the 2025 Great Colleges to Work For list. The honor, awarded to just 76 institutions across the country, is one of the largest and most respected workplace recognitions in the field. William Paterson University is also the *only* four-year college or university in New Jersey to earn a spot on this year's list.

The Great Colleges to Work For program, administered by organizational development firm ModernThink in partnership with the Chronicle of Higher Education, is based primarily on employee feedback. Institutions are evaluated through a two-part process: a questionnaire capturing employment data, policies, and practices, and a survey distributed directly to faculty, administrators, and staff. According to ModernThink, employee responses carry the greatest weight in determining which institutions are honored.

This recognition follows another recent honor: for the second consecutive year, William Paterson University was named to Forbes' Best-In-State Employers list, recognizing the institution as one of New Jersey's top-rated employers based on nationwide surveys. Forbes, in partnership with market research firm Statista, surveyed more than 160,000 workers across the country who are employed by companies with at least 500 people. The anonymous survey asked about workers' current and recent employers, covering topics such as working conditions, compensation and benefits, potential for growth, diversity, and more. WP employs close to 1,000 full-time professionals ranging from professors to administrative staff, physical plant operations, campus police, athletics coaches, academic advisors, managers, and more. The University is proud of its dedicated faculty and staff, whose shared commitment to the success of students creates a strong campus culture, where talented people can grow professionally and advance their careers. We are honored to be recognized by Forbes and believe that William Paterson, the great place to work, is inextricably linked to William Paterson, the greatest place for New Jersey students to get a great, affordable college education.

Four WP jazz majors, Kyra Cioffi, Joseph Foglia, Nate Tota, and Aiden Woods, won scholarship awards in the 2025 New Jersey Jazz Society (NJJS) Scholarship Competition. William Paterson students won four of the six available scholarships awarded this year. The competition is open to all New Jersey college students currently enrolled in an undergraduate music program and to New Jersey residents currently enrolled in an out-of-state undergraduate program.

Health economics professor Dr. Rahi Abouk, director of the University's Cannabis Research Institute, and Dr. David Powell, a professor in Medical Ethics and Health Policy at the University of Pennsylvania, have been awarded a two-year grant of \$485,000 to William Paterson University from the National Institute on Drug Abuse, to conduct a research study on cannabidiol policy and its impacts on broader substance use. Longtime research collaborators, Abouk and Powell's project will study how medical cannabidiol (CBD) access, through policy changes and dispensary openings, alters opioid use, alcohol use patterns, and poisoning deaths involving alcohol and opioids.

William Paterson University's Aspiring Educators program has been awarded a transformative \$583,000 grant from the New Jersey Department of Labor and Workforce Development (NJDOL) Office of Apprenticeship's Pre-Apprenticeship in Career Education (PACE) program. The funding will support a major expansion of this innovative initiative aimed at building a diverse pipeline of future K-12 teachers. Now in its fifth year, the Aspiring Educators program introduces high school students, particularly those from underrepresented backgrounds to the teaching profession through a mix of classroom instruction and hands-on experience.

To close, Dr. Helldobler mentioned that eighty-nine Pioneers were named members of the 2024-25 Academic All-New Jersey Athletic Conference (NJAC) Team. Dr. Helldobler encouraged everyone to read his full report.

EXECUTIVE COMMITTEE REPORT

Chief of Staff Loretta Mc Laughlin Vignier stated that the Executive Committee met on June 26 for the purpose of taking a single action on a supplemental increase to the bid waiver for Devil's Arena Entertainment, LLC, resolution 6-25-1E. This item was approved by the executive committee on behalf of the board and is presented here for informational purposes only.

FALL 2025 POST CENSUS I ENROLLMENT AND RETENTION UPDATE

Vice President for Enrollment Management, George Kacenga, provided a Fall 2025 enrollment update. Dr. Kacenga highlighted the KPIs being tracked, showing Census I and Census II from last year for a point of comparison. He stated that the University headcount is up with a trend of growth, but the original goal was not met. The University was at 9,941 at Census I last year, and we are now at 10,085. He noted that the University's headcount is still trending in the right direction. He noted the impact of international student visa issues and the need to recalibrate enrollment goals. He provided an update on the goals achievement for main campus, WP Online, undergraduate and graduate enrollments. Dr. Kacenga gave us an estimate of where he thinks enrollment will be this fall after Census II.

Vice President for Student Development, Miki Cammarata, stated that the data has not changed much since the last time she presented it at the committee meetings. She presented a chart that represented the overall retention. She noted the first-time full-time retention at Census I and the results across different student groups. She explained that the percentages can be a little misleading in some of these cohorts, as they represent either fewer or greater numbers of students, depending on the overall size of the population. Dr. Cammarata highlighted the successes in the growth for the EOF population. She presented slides by demographic groups and populations. Dr. Cammarata discussed the great work on an initiative they started a few years ago through NASPA, and how it's had a great impact for the first-generation population with about a 2.07% increase. She reported on specific college retention growth.

Dr. Kacenga emphasized the importance of retention and the various initiatives in place to support students, including enhanced digital and visual recruitment, improved analytics, and increased financial aid packages. He reviewed the Fall 2025 enrollment imperatives. Some of the key highlights included enhanced digital and virtual recruitment through great collaboration with marketing and public relations, as well as increased and improved analytics. This is an ongoing effort as they explore ways to leverage AI to advance their initiatives further. He also stated that the NJ FAFSA completion rate this year was 69.1% which is higher than the national average of 58.5%. This year, we had over 6,500 first-time, full-time financial aid packages issued, which is 33% ahead of last year. Dr. Kacenga discussed how the first-year net deposit growth slowed unexpectedly late in the cycle, and they will verify what could have contributed to this with the Student Clearinghouse data.

UNIVERSITY STRATEGIC PLAN UPDATE

Vice President for Marketing and Public Relations stated that he briefed the committee on the 2025 strategic plan from June to September at the committee meetings. He stated that progress continues to be made on all pillars. In the Adult Learning Pillar, they are close to exceeding KPIs. They continue to be a leader in this field. In the Alternative Credentials Pillar, work has shifted from the creation of

new for-credit undergraduate certificates to building awareness, encouraging enrollment, and recognizing certificate completion. On the Retention Pillar, new onboarding events during Welcome Day and Welcome Week were implemented to enhance student and faculty engagement. In the Decolonization Pillar results and recommendations from focus groups with women and Jewish faculty and staff have been shared with the President, the Council for Equity and Justice and the Cabinet. Mr. Goldstein stated that full reports for each pillar will be posted on the University website.

FINANCE, AUDIT, AND INSTITUTIONAL DEVELOPMENT COMMITTEE REPORT:

Trustee Linda Niro, on behalf of committee chair Kevin Lenahan, stated that the Finance, Audit, and Institutional Development Committee met on Thursday, September 4th, 2025. Prior to that meeting, the Committee met privately with the Internal Auditor, Ms. Olga Onetti, and CIO Gamin Bartle. The committee continues the practice of regularly meeting with the CIO regarding cyber security risk assessment and processes to ensure campus systems are protected. Ms. Niro stated that following the Audit meeting, the FAID committee met and heard updates on the All-Funds Revenues and Expenses for fiscal year 2025 and estimates for fiscal year 2026, and reviewed bid waivers. They also heard a presentation on capital projects that have been completed, those that are currently underway, and others that are planned in the upcoming years, and an Advancement report from Vice President Pamela Ferguson.

Ms. Niro presented four resolutions for the board today. The first resolution involves a grant application to the Office of the Secretary of Higher Education, or OSHE. The OSHE grant timing was tight in this application process, with the portal and guidance opening on September 10th, and the application closing on Monday, September 22. Following additional guidance reviewed after the FAID meeting, the resolution was revised slightly. The total request for the grant submission of \$20 million has not changed, but the allocations have. The University is requesting approval for \$14 million to be applied to the Capital Improvement fund (and not \$18 million as previously requested), and \$6 million from the Higher Education Facilities Trust OR HEFT (as compared with \$4 million previously requested). This change better aligns with the grant specifications and moves more requests under HEFT, which does not have a debt service component. A revised resolution was distributed that reflected these changes for the Board's consideration and approval.

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

RESOLUTION 9-25-2, AUTHORIZING WILLIAM PATERSON UNIVERSITY OF NEW JERSEY TO SUBMIT A GRANT APPLICATION TO THE SECRETARY OF HIGHER EDUCATION FOR GRANT FUNDING UNDER THE SUMMER 2025 CYCLE OF THE HIGHER EDUCATION CAPITAL FACILITIES PROGRAM FOR THE PURPOSE OF PROVIDING FUNDING FOR ONE OR MORE PROJECTS OF THE INSTITUTION AND AUTHORIZING ALL OTHER NECESSARY ACTIONS REQUIRED IN CONNECTION THEREWITH.

The resolution was unanimously adopted.

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

RESOLUTION 9-25-3, FISCAL YEAR 2027 CAPITAL BUDGET REQUEST

The resolution was unanimously adopted.

Ms. Niro reviewed bid waiver requests for the committee's consideration. The Committee agreed to forward a consent agenda to the Board, and it is as follows:

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

RESOLUTION 9-25-4, BID WAIVERS (CONSENT AGENDA)

The resolution was unanimously adopted.

It was moved by Ms. Niro and then seconded by Ms. Cortez to adopt the following resolution:
RESOLUTION 9-25-5, NAMING OF THE HERB JACKSON CENTER, HOME OF THE BEACON
The resolution was unanimously adopted.

EDUCATIONAL POLICY AND STUDENT DEVELOPMENT COMMITTEE REPORT

Trustee Pesce reported that the committee met on September 4th, where there were presentations about enrollment, retention, certificate programs, and the strategic plan. The presentations were all very thorough, as were the responses to questions from the members of the committee. The committee had the following resolution to move forward to the board.

It was moved by Ms. Cortez and then seconded by Mr. Seeve to adopt the following resolution:
RESOLUTION 9-25-6, ON CONFERRING OF DEGREES - SEPTEMBER, NOVEMBER 2025.
The resolution was unanimously adopted.

Lastly, Mr. Pesce welcomed our new student trustee, Rachel, to the committee. He stated that he looks forward to hearing her perspective and learning from her. He also stated that he is proud to share that Rachel is actively engaged in the Pesce Family Mentoring Institute.

PERSONNEL AND COMPENSATION COMMITTEE REPORT:

Trustee Brad Neilly began his report by stating that the Personnel and Compensation Committee met on Thursday, September 4th. They opened the meeting to all Board and Cabinet members included in personnel decisions. 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 graduate assistantship appointments, fall 2025 master tutor budget, temporary appointments, leaves of absence, and various changes in employee status. The Committee agreed to move the following resolutions forward to the full board for consideration.

It was moved by Ms. Cortez and seconded by Mr. Gruel to adopt the following resolution:
RESOLUTION 9-25-7, ON VARIOUS PERSONNEL MATTERS (CONSENT AGENDA)
The resolution was unanimously adopted.

Mr. Neilly stated that the committee also reviewed the list of faculty who retired in good standing and were recommended by President Helldobler for emeritus status. Some of the faculty were in the audience, and he asked them to stand to be recognized as their names and department were read. They were read as follows:

Aaron Tesfaye – Politics, Legal & Urban Sciences
Daria Napierkowski - Nursing
David Demsey - Music
Diane Falk-Romaine – Music
Gilbert Ndjabou – Computer Science
Judith Broome – Language, Literature, Culture, and Writing
Leslie Nobler – Art
Richard Kearney – Library
Yingcong Dai – History, Liberal Studies & Philosophy

Zhiyuan Cong - Art

It was moved by Ms. Niro and seconded by Ms. Cortez to adopt the following resolution:
RESOLUTION 9-25-8, GRANTING OF EMERITUS STATUS, SEPTEMBER 19, 2025
The resolution was unanimously adopted.

NOMINATIONS AND GOVERNANCE COMMITTEE

Vice Chair John Galandak stated that the Nominations and Governance Committee met on Thursday, September 4th. He noted that the Chief of Staff, Ms. Mc Laughlin Vignier provided the committee with information regarding the election of officers that was taking place at this meeting. The current officers, Michael Seeve for Chair, John Galandak for Vice Chair, and Robert Guarasci for Secretary, all of whom have expressed a desire to continue in their present positions and the committee submits these nominations to the full board. Nominations were open from the floor. No nominations from the floor were requested. Voting took place.

The results were as follows:

The Board Chair is Michael Seeve.

The Board Vice Chair is John Galandak.

The Board Secretary is Robert Guarasci.

Mr. Galandak thanked all for their willingness to serve as officers. He also welcomed our new student trustee, Rachel Hayek, to her first full board meeting. He thanked Xavier Clavijo for continuing in his role and stepping up as the voting student trustee. He stated that the board recognizes and appreciates having student voices at the table.

OTHER BUSINESS:

Chair Seeve thanked all the committee chairs and the others who are willing to continue in their respective roles as officers with the Board. The next meeting will take place on Friday, November 21, 2025.

Hearing no other business or comments, the meeting was adjourned at 12:02 pm.

Respectfully submitted,



Robert Guarasci, Secretary
William Paterson University
Board of Trustees

RG/mp

APPENDIX 1
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 19, 2025 MEETING

9-25-1

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 1E
MINUTES OF BOARD OF TRUSTEES
EXECUTIVE COMMITTEE
JUNE 26, 2025 MEETING

6-25-1E

**RESOLUTION, BID WAIVER SUPPLEMENTAL INCREASE, DEVILS
ARENA ENTERTAINMENT LLC**

- WHEREAS: The State College Contracts Law, N.J.S.A. 18A:64-52 et seq., requires that contracts be made and awarded by the state college/university only after public advertising for bids and bidding for non-prevailing wage contracts in excess of \$110,900; 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 needs to increase the previously approved bid waiver for the May 2025 Undergraduate Commencement Ceremony at the Prudential Center due to rising expenses; and
- WHEREAS: The purchase of this service is exempted from public bidding pursuant to N.J.S.A. 18A:64-56 a. (24); 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 enter into an agreement with Devils Arena Entertainment LLC, of Newark, New Jersey, to increase Fiscal Year 2025 from \$140,000 to \$150,000.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its June 26, 2025 meeting.



**PRESIDENT'S REPORT
TO THE WILLIAM PATERSON UNIVERSITY BOARD OF TRUSTEES
RICHARD J. HELLDÖBLER, Ph.D.
SEPTEMBER 19, 2025**

The Fall 2025 semester is off to a strong start after William Paterson University welcomed more than 1,000 students to the Class of 2029, including students from 17 counties in New Jersey, 14 states, and 14 countries at **Welcome Day** on August 26. The day began with beautiful weather and the incoming class processing from the Practice Field, past Wightman Stadium, and across the Pioneer Soccer Park, where they were welcomed by a gauntlet of clapping and cheering faculty and staff uniformly clad in orange Pio “Welcome Day 2025” t-shirts. After making their way into the Sports & Recreation Center for Convocation, where they heard warm words of welcome, encouragement, and advice from Provost **Dr. Josh Powers**, Board Trustee and alumna **Audrey McDowell**, Faculty Senate Chair **Dr. Balmurli Natrajan**, Student Trustee **Xavier Clavijo**, Student Government Association President **Sehaj Osan**, and me before we all concluded with the “Will Power” chant! The students then took a class photo at the “WP” and enjoyed a BBQ lunch, where they had the opportunity to interact with faculty and staff, all of whom wore lanyards stating their names and positions, along with prompts for students to ask them about their own college experience and what advice they have to offer today’s students. Later in the week, the colleges each held their own College Welcome events to help further acclimate students to campus.

Overall, the University has continued to see positive enrollment gains for the fall 2025 semester, as overall enrollment increased to 10,004 undergraduate and graduate students, as of the official beginning of the fall semester on August 27, the first day of classes.

Later on Welcome Day, I gave my Fall State of the University address, which centered on the theme of confidence, as expressed so wonderfully in a powerful live performance by WP student singer and musicians **Grace Casio, Marley Vaught, Damian Castaneda, Gregg Martin, and Roberto Cisneros**, under the direction of Professor **David Philp**, of a special William Paterson version of Demi Lovato’s *Confident*. While fully acknowledging the challenges presented by federal actions targeting higher education – especially for our international student enrollment efforts – I also talked about the many reasons that we have to be confident, based on the data, including increased: retention rates, adult learner success, graduate student growth, improved career placement and starting salaries, and modest but consequential cash surplus added to the reserves. After providing campus updates, I then spent significant time discussing early plans for our next Strategic Plan, which will be the focus of a

lot of effort in the coming year. Early work is already underway under the leadership of Co-chairs Vice President for Enrollment Management **Dr. George Kacenga** and College of Education Dean **Dr. Amy Ginsberg** on the plan's five frames: Access and Equity in Higher Education; Strategic Growth and Collaboration; Enhancement of Academic Offerings and Support Services; Infrastructure and Technological Advancement; and Building Community. The chairs and their committee will be looking for input and feedback from the entire WP community, including Board members, so please stay tuned for opportunities to participate.

I am pleased to share that, for the second year in a row, William Paterson has been named to **Forbes'** prestigious “**Best-In-State Employers**” list, recognizing the institution as one of the highest-rated employers in New Jersey based on nationwide surveys. *Forbes* partnered with market research firm Statista to survey more than 160,000 workers across the country who are employed by companies with at least 500 people. The anonymous survey asked about workers’ current employer, as well as any previous employers they’ve had in the past two years, covering the topics of working conditions, compensation and benefits, potential for growth, diversity, and more. WP employs close to 1,000 full-time professionals who work in a variety of positions ranging from professors to administrative staff, physical plant operations, campus police, athletics coaches, academic advisors, managers, and more. I am proud of William Paterson’s dedicated faculty and staff, whose shared commitment to the success of our students creates a strong campus culture, where talented people can grow professionally and advance their careers. We are honored to be recognized by *Forbes* and believe that William Paterson, the great place to work, is inextricably linked to William Paterson, the greatest place for New Jersey students to get a great, affordable college education.

William Paterson has launched its **newest online degree programs**, furthering our commitment to providing accessible, high-quality education for students balancing work, family and other responsibilities. Beginning this semester, these programs will offer flexible, innovative learning opportunities for aspiring educators, instructional designers, literacy specialists, and business professionals. With nearly one million adults in New Jersey who have some earned college credits but do not hold a college degree, William Paterson has been at the forefront of creating pathways for degree completion. The University’s mission to empower students through inclusive, transformative education aligns with its latest expansion of online offerings, designed to foster student success and economic mobility.

Ink, Press, Repeat, a national juried exhibition of traditional print media and book art by 50 professional artists from across the United States, will be on view at the William Paterson University Galleries from September 8 through December 4, 2025. **Curlee Raven Holton** will give a Juror’s Talk on Tuesday, September 30 from 11:00 a.m. to 12:00 p.m., followed by an opening reception from 12:00 p.m. to 1:00 p.m. The grand-prize winner will be announced at this event. On view in the South and East Galleries, this exhibition showcases a variety of print media including etching, intaglio, lithography, monoprint, screen printing, and woodcuts. The exhibition was juried by Holton, an artist, master printmaker, and founding director of Raven Fine Art Editions. Holton selected 50 artworks by 50 artists hailing from 17 states.

STUDENT NEWS

Four WP jazz majors—**Kyra Cioffi, Joseph Foglia, Nate Tota, and Aiden Woods**—won scholarship awards in the **2025 New Jersey Jazz Society (NJJS) Scholarship Competition**. William Paterson students won four of the six available scholarships awarded this year. The NJJS Juried Scholarship Competition was initiated in 2022, with \$1,000 and \$500 scholarships awarded for instrumental performance and composition. A vocal performance category was added this year. The competition is open to all New Jersey college students currently enrolled in an undergraduate music program and to New Jersey residents currently enrolled in an out-of-state undergraduate program.

Eight William Paterson University students had the opportunity to deepen their writing through cross-cultural engagement, field-based learning, and reflective practice as part of a creative non-fiction Honors course taught by **Martha Witt**, a professor of English and director of the Honors College Performing and Literary Arts Track. The course, **Writing Brazil: A Creative Nonfiction Journey**, ran during the spring 2025 semester and was followed by a supplemental three-week study abroad component in the coastal city of Ilhéus in northeastern Brazil, including a trip to Salvador. The program was open to students from all majors with a GPA of 3.25 or higher. The students participated in writing workshops taught by Professor Witt at the Universidade Estadual de Santa Cruz (UESC). Students were partnered with English-speaking UESC students (Brazil Buddies) to explore—through writing—themes of identity, culture, and memory. During their time in Brazil, the students attended workshops and classes on Afro-Brazilian religions (including Candomblé and Umbanda), Indigenous performance traditions, and regional literature.

FACULTY NEWS

Health economics professor **Dr. Rahi Abouk**, director of the University’s Cannabis Research Institute, and **Dr. David Powell**, a professor in Medical Ethics and Health Policy at the University of Pennsylvania, who have been awarded a two-year grant of \$485,000 to William Paterson University from the National Institute on Drug Abuse, to conduct a research study on cannabidiol policy and its impacts on broader substance use. Longtime research collaborators, Abouk and Powell’s project will study how medical cannabidiol (CBD) access, through policy changes and dispensary openings, alters opioid use, alcohol use patterns, and poisoning deaths involving alcohol and opioids.

A selection of recent artworks created by faculty members of the **Department of Art** will be featured in an **exhibition** at the University Galleries in the Ben Shahn Center for the Visual Arts from September 8 through December 4, 2025. A panel discussion will take place on Tuesday, September 16 from 11:00 a.m. to 12:00 p.m., followed by an opening reception from 12:00 p.m. to 1:00 p.m. in the Court Gallery. The exhibition features work by faculty who teach animation, art history, digital art, painting, photography, and sculpture. The works in the exhibition reveal the faculty’s unique artistic practices as they innovate across diverse media. Faculty artists

featured in the exhibition include: **Stephanie Beck, Ashley Gerst, Andrea Geller Jablonski, Heejung Kim, James Lee, Frida De Myr, Vanessa Nilsson, Michael Rees, Robin Schwartz, and Anna Carina Sinocchi.**

Ian Michaelchuck, a three-time graduate of William Paterson University, has been named the director of the **Russ Berrie Institute for Professional Sales** in the **Cotsakos College of Business** at William Paterson University in Wayne. The Russ Berrie Institute, founded in 2003 through a generous gift from the Russell Berrie Foundation, delivers education, research, and leadership that advance the sales profession, with programs focused on identifying, studying, and providing solutions to the challenges individuals and firms face every day in achieving superior sales performance. In addition to a bachelor's degree in professional sales, the Institute offers national, regional, and local professional development and career readiness programs in collaboration with corporate partners to prepare students for the workforce, including the National Sales Challenge, the premier national collegiate sales competition. Michaelchuck leads the commercial construction vertical at Lowe's Companies, Inc., bringing his strategic vision and customer-first mindset to a national platform. Prior to Lowe's, he served as national accounts manager for MSC Industry Supply Co., where he managed more than \$45 million of business and led strategic partnerships with industry giants such as DuPont, Standard Industries, and Assa Abloy.

Dr. Sarbjeet Singh Rayat has been named director of the Center for Socially Responsible Entrepreneurship and Innovation (CSREI) in the Cotsakos College of Business. The CSREI was established to help turn next-generation ideas into ventures that generate both economic and social value. Through accessible programs, entrepreneurship training, micro-credentials, and partnerships with industry and nonprofits, CSREI fosters innovation across disciplines and supports inclusive economic development. Dr. Rayat has founded multiple technology ventures, designing and launching pioneering products and platforms that reshape how institutions engage and support early-stage entrepreneurs. He is the creator of Pre®, a software as a service (SaaS) platform that gamifies pitch competitions by enabling audiences to act as mock investors, and PreRound®, a first-of-its-kind startup investment game show. These innovations have redefined experiential learning in entrepreneurship and are widely used by universities, accelerators, and pitch events.

UNIVERSITY VISIBILITY AND EXTERNAL RELATIONS

William Paterson University's **Aspiring Educators** program has been awarded a transformative \$583,000 grant from the New Jersey Department of Labor and Workforce Development (NJDOL) Office of Apprenticeship's Pre-Apprenticeship in Career Education (PACE) program. The funding will support a major expansion of this innovative initiative aimed at building a diverse pipeline of future K-12 teachers. Now in its fifth year, the Aspiring Educators program introduces high school students—particularly those from underrepresented backgrounds—to the teaching profession through a mix of classroom instruction and hands-on experience.

William Paterson University has been selected for the second consecutive year to receive a grant from the Mexican government, via the Consulate of Mexico, which is intended to improve the educational attainment of students from Mexico and students of Mexican origin.

The Mexican government's **IME Becas grant program**, designed with the support of Mexico's Ministry of Foreign Affairs and the Institute for Mexicans Abroad, funds higher education or adult education for Mexican students abroad. Through the program, the University matches the Consulate's award, thereby doubling the amount of scholarship money available. This year's grant is \$13,000.

Environmental Science Professor **Dr. Nicole Davi** was awarded a \$249,796, three-year grant through the College of New Jersey via **New Jersey Department of Environmental Protection** for the "Trees for Schools" program, which will fund the planting of native trees and the creation of shaded outdoor learning and gathering spaces across campus.

Environmental Science Professor **Dr. Michael Griffiths** was awarded a three-year, \$220,934 grant from the **National Science Foundation** for "Collaborative Research: Speleothem constraints on decadal to orbital scale hydroclimate variations in Mainland Southeast Asia."

College of Education Director of Accreditation and Educational Innovation **David Ferrier** was awarded a one-year, \$259,906 grant from the N.J. Department of Education under the Paraprofessional Competitive Grant program.

I am honored to be among the New Jersey business and organizational leaders selected as the first group of executives to be honored by *NJBIZ* with its inaugural **Executive Excellence Awards** for their roles in shaping New Jersey's business landscape. According to *NJBIZ*, the individuals selected, all senior-level executives, have consistently demonstrated "remarkable leadership skills, integrity, values, vision, commitment to excellence, company performance and community service." After an open nomination process, 60 honorees were selected by a panel of independent judges. While nominally an individual honor, this distinction is really a credit to the amazing achievements of our students and the dedication of the faculty, staff, alumni, board members, and other friends and volunteers who support their success.

STUDENT ATHLETICS

William Paterson named **David Nehls** as our new head men's and women's swimming and diving coach. Nehls, who was named one of the American Swimming Coaches Association (ASCA) Top 50 Age Group Coaches in the U.S. in 2024, comes to WP after spending the previous five years as the head age group coach and operations manager for Phoenix Aquatic Club in Rockland County, N.Y. He coached more than 20 athletes to the National Age Group (NAG) Top 20 rankings, including more than 10 Top 10 finishes and a 2024 national runner-up. Under his guidance, the Phoenix Aquatic Club was named one of the ASCA Top 100 Age Group Teams in 2024 and 2025.

Lorenzo Assante (golf), **Hailey Backo** (softball), **Luke Fournier** (golf), **Chase Geisler** (baseball), **Lilah Guthy** (softball), **Carly Horn** (field hockey), **Lauren Hutchison** (softball), **Ty Kobylakiewicz** (baseball), **Isabella Paladino** (tennis), **Tom Radigan** (baseball), **Kevin Reiner** (baseball), **Dylan Santos** (baseball), **Sara Thomas** (tennis), and **Makayla Yancey** (tennis) secured spots on the **College Sports Communicators (CSC) Academic All-District Team**.

The William Paterson Pioneer **baseball, volleyball** and **women's swimming and diving** teams all received **team academic awards** from their applicable **national coaches associations** following the conclusion of the Spring 2025 term, thanks to their **accomplishments in the classroom**.

Eighty-nine Pioneers were named members of the **2024-25 Academic All-New Jersey Athletic Conference (NJAC) Team**.

These are just some of the early highlights from the summer and a brand-new academic year at William Paterson University. Our diverse and dynamic students make William Paterson a true 'Powerhouse of Progress', and I want to thank you all individually and collectively, as a Board of Trustees, for your ongoing dedication to and support of our University and our students. I hope everyone had an enjoyable and relaxing summer, and I look forward to working with you again through another great year at William Paterson!

--END--

APPENDIX 2
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 19, 2025 MEETING

9-25-2 **RESOLUTION AUTHORIZING WILLIAM PATERSON UNIVERSITY OF NEW JERSEY SUBMIT A GRANT APPLICATION TO THE SECRETARY OF HIGHER EDUCATION FOR GRANT FUNDING UNDER THE SUMMER 2025 CYCLE OF THE HIGHER EDUCATION CAPITAL FACILITIES PROGRAM FOR THE PURPOSE OF PROVIDING FUNDING FOR ONE OR MORE PROJECTS OF THE INSTITUTION AND AUTHORIZING ALL OTHER NECESSARY ACTIONS REQUIRED IN CONNECTION THEREWITH**

WHEREAS: On August 11, 2025, the Office of the Secretary of Higher Education (the "Secretary") released a solicitation for grant funding (the "Summer 2025 Cycle") under the Higher Education Capital Improvement Fund Act, N.J.S.A. 18A:72A-72 et seq. ("CIF Act") and under the Higher Education Facilities Trust Fund Act, N.J.S.A. 18A:72A-49 et seq. ("HEFT Act") (collectively, the "Higher Education Capital Facilities Program"); and

WHEREAS: The purpose of the Capital Improvement Fund ("CIF") grant program is to provide grants to New Jersey's four-year public and private institutions of higher education for the cost, or a portion of the cost, of the renewal, renovation, improvement, expansion, construction, and reconstruction of facilities and technology infrastructure. "Renewal and renovation" means "making the changes necessary to address deferred capital maintenance needs, to meet all [State of New Jersey] and federal health, safety, fire, and building code standards, or to provide a safe and appropriate educational or working environment" (N.J.S.A. 18A:72A-75); and

WHEREAS: The purpose of the Higher Education Facilities Trust Fund ("HEFT") grant program is to provide grants to New Jersey's public and private institutions of higher education for the cost, or a portion of the cost, of the construction, reconstruction, development, extension, and/or improvement of instructional, laboratory, communication, and research facilities (N.J.S.A. 18A:72A-52); and

WHEREAS: Pursuant to the CIF grant program, the CIF grants are expected to be funded from the proceeds of tax-exempt bonds (the "CIF Bonds") to be issued by the New Jersey Educational Facilities Authority (the "Authority") pursuant to the CIF Act; and

WHEREAS: Pursuant to the HEFT grant program, the HEFT grants are expected to be funded from the proceeds of tax-exempt bonds (the "HEFT Bonds", and, together with the CIF Bonds, the "Tax-Exempt Bonds") to be issued by the Authority pursuant to the HEFT Act; and

WHEREAS: The deadline to submit a grant application (the "Grant Application") for funding under the Summer 2025 Cycle of the Higher Education Capital Facilities Program is September 22, 2025; and

WHEREAS: Pursuant to N.J.S.A. 18A:72A-77(a), "the governing board of a four-year public or private institution of higher education may determine, by resolution, to apply for a grant from CIF. Upon adoption of the resolution, the board shall file an application with the Secretary, which application shall include a complete description of the project to be financed and an identification of any additional sources of revenue to be used"; and

WHEREAS: Pursuant to N.J.S.A. 18A:72A-54(a), "the governing board of a public or private institution of higher education may determine, by resolution, to apply for a grant from HEFT. Upon adoption of the resolution, the board shall file an application with the Secretary of Higher Education, which application shall include a complete description of the project to be financed and an identification of any additional sources of revenue to be used"; and

WHEREAS: The Board of Trustees (the "Board") of William Paterson University of New Jersey (the "Institution") desires to approve the submission and form of a Grant Application to the Secretary for funding under the Higher Education Capital Facilities Program for the projects (each, a "Project" and collectively, the "Projects") described on **Exhibit A** attached hereto (**"Exhibit A"**). Words used in the singular shall include the plural and vice versa, as the context may require; and

WHEREAS: The Board further desires to designate and authorize officers of the Institution to take all necessary and desirable actions to (i) submit to the Secretary a Grant Application for the purpose of providing funding for the Projects, (ii) obtain such other sources of financing for such Projects as may be necessary to complete such Projects, (iii) execute and deliver grant agreement(s) and such other documents and instruments as may be required to implement the grant funding, and (iv) undertake and implement the Projects; and

WHEREAS: The Board desires to approve the aggregate costs of the Projects paid and/or financed through all sources in an amount not to exceed the total amount set forth on **Exhibit A** with respect to such Projects; and

WHEREAS: The Board reasonably expects to reimburse expenditures for costs of the Projects paid by the Institution prior to the issuance by the Authority of the Tax-Exempt Bonds; and

³WHEREAS: If a Project or a portion of a Project is eligible for funding from both the CIF and HEFT grant programs, the Secretary has discretion to approve funding for said Project or portion of said Project from a different grant program than which the Institution applied for funding; and

WHEREAS: The Board desires to authorize the Authorized Officers (as defined below) of the Institution to accept grant funding for the Projects from either of the Capital Facilities Grant Programs and to make the certifications and commitments necessary to qualify the Projects for said grant funding from either of the Capital Facilities Grant Programs; and

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF WILLIAM PATERSON UNIVERSITY OF NEW JERSEY AS FOLLOWS:

SECTION 1. The recitals set forth above are incorporated herein by reference as if set forth at length herein.

SECTION 2. The Board hereby authorizes the undertaking of the Projects described on **Exhibit A** attached hereto; approves the aggregate cost of such Projects, to be paid and/or financed through all sources in an aggregate amount not to exceed the total amount set forth on **Exhibit A** with respect to such Projects; authorizes the financing of a or any portion of the Projects with Tax-Exempt Bonds, commercial loans and other funds available to the Institution, as necessary and as further described in **Exhibit A**; acknowledges that should additional funding be needed to complete the Projects, such funding will be the responsibility of the Institution; and authorizes the submission and form of a Grant Application to the Secretary of Higher Education for grant funding of the Projects under the Summer 2025 Cycle of the Higher Education Capital Facilities Program.

SECTION 3. **A. CIF Grant Program**

With respect to any Project that receives funding pursuant to the CIF grant program, in accordance with N.J.A.C. 9A:12-1.3(e):

- the Board hereby certifies that the Institution has an up-to-date long-range facilities plan approved by the Board that includes provisions to address deferred maintenance and other capital renewal requirements and the Board hereby pledges to use the CIF grant to advance that plan; and
- the Board commits to maintaining the capital improvement project funded by the CIF grant; and
- the Board certifies that the Institution will use the CIF grant funds for renewal or renovation of instructional, laboratory, communication, research, and/or administrative facilities, or for improvement, expansion, construction, and reconstruction of instructional, laboratory, communication, and research facilities, or technology infrastructure if the criteria found at NJ.A.C. 9A:12-1.3(d) are met; and
- the Board commits to paying the Institution's required share of the debt service on the CIF Bonds issued to fund the CIF grant (one-third of the debt service on the CIF Bonds if the Institution is a public institution or one-half of the debt service on the CIF Bonds if the Institution is a private institution).

B. HEFT Grant Program

With respect to any Project that receives funding pursuant to the HEFT grant program, in accordance with N.J.A.C. 9A:15-1.3(b):

- the Board hereby certifies that the Institution has an up-to-date long-range facilities plan approved by the Board that includes provisions to address deferred maintenance and other capital renewal requirements and the Board hereby pledges to use the HEFT grant to advance that plan; and
- the Board commits to maintaining the facilities project funded by the HEFT grant; and
- the Board certifies that the Institution will use the HEFT grant funds for the cost, or a portion of the cost, of the construction, reconstruction, development, extension, or improvement of instructional, laboratory, communication, and research facilities.

- SECTION 4.** This Resolution is a declaration of the official intent of the Institution that the Institution reasonably expects and intends to reimburse expenditures for costs of the Projects paid prior to the issuance of the Authority's Tax-Exempt Bonds ("Applicable Tax-Exempt Debt") in accordance with Treasury Regulation Section 1.150-2 and that the maximum principal amount of the Applicable Tax-Exempt Debt expected to be issued to finance costs of the Projects, including amounts used to reimburse expenditures for such costs paid prior to the issuance of the Applicable Tax-Exempt Debt is \$20,000,000.
- SECTION 5.** The Authorized Officers (set forth in **Exhibit B** attached hereto) (each an "Authorized Officer") are each hereby authorized and directed to take all necessary and desirable action to submit to the Secretary a Grant Application for the purpose of providing funding for the Projects, to approve, execute and deliver any and all agreements necessary, including but not limited to grant agreements, to undertake, implement and finance the Projects, and to approve, execute and deliver any and all other financing documents and instruments in the form approved by the Authorized Officers executing the same in the name of and on behalf of the Institution, in as many counterparts as may be necessary, and to affix or impress the official seal of the Institution thereon and to attest the same, and such execution and attestation will be conclusive evidence of the approval of the form and content of such agreements and other documents and instruments necessary to undertake, implement and finance the Projects and to pay financing costs including through the financing thereof. The Authorized Officers are further authorized and directed to do and perform such other acts and to take such other actions as may be necessary or required, or which may be deemed to be appropriate, to implement the purposes of this Resolution to undertake, implement and finance the Projects and to provide for the payment and/or repayment of the financing costs thereof.
- SECTION 6.** The Board hereby authorizes the Authorized Officers to accept grant funding for the Projects as may be awarded to the Institution as a result of participating in the Summer 2025 Cycle.
- SECTION 7.** All resolutions, orders and other actions of the Board in conflict with the provisions of this Resolution to the extent of such conflict are hereby superseded, repealed or revoked.
- SECTION 8.** This Resolution shall take effect immediately; and be it further resolved that no further approvals by the Board are necessary to implement this Resolution.

EXHIBIT A

PROJECT DESCRIPTION

A. Project Description:

\$14,000,000 for the Raubinger Hall Academic Renewal and Infrastructure Modernization Project
\$4,287,775 for the Atrium Learning Lab Hub Renovation
\$1,712,225 for the Career Accelerator Studio and Lab Upgrade Project

B. Grant Request:

Amount of CIF Grant Request	\$14,000,000
Amount of HEFT Grant Request	\$ 6,000,000
Total Amount of Grant Request	\$20,000,000

C. Total Amount of Institutional Funds to be Provided (if any) \$ _____

D. Total Cost of Project \$20,000,000 _____

EXHIBIT B

AUTHORIZED OFFICERS OF WILLIAM PATERSON UNIVERSITY OF NEW JERSEY

- University President
- Vice President for Academic Affairs and Provost
- Vice President for Finance and Administration and Chief Financial Officer

APPENDIX 3
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 19, 2025 MEETING

9-25-3

**RESOLUTION, FISCAL YEAR 2027 NJ CAPITAL BUDGET
REQUEST**

RESOLVED: That the Board of Trustees of William Paterson University approves transmittal of the Fiscal Year 2027 seven-year Capital Budget Request to the Department of Treasury. The 2026 General Funds request is for \$101,102,000.

Acknowledges preparation and authorizes submission of a request for Capital Funding consistent with requirements of the State budget process. These listed projects are all included in the University's Three-Year Capital Project list and/or the Long-Term Campus Facilities Master Plans. This report is an annual requirement of the State yet we have not received any capital funds through the annual capital appropriation process since Fiscal Year since 2000.

APPENDIX 4
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 19, 2025 MEETING

9-25-4

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 \$119,800, 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 September 4, 2025, 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.

Adopted by the Board of Trustees of The William Paterson University of New Jersey at its September 19, 2025 meeting.

APPENDIX 4
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 19, 2025 MEETING

William Paterson University Board Waiver Summary – September 19, 2025

VENDOR	AMOUNT NOT TO EXCEED
Huntress Labs, Inc.	\$210,000 for Fiscal Year 2026
Technolutions, Inc.	\$100,000 for Fiscal Year 2026 \$100,000 for Fiscal Year 2027 \$100,000 for Fiscal Year 2028

APPENDIX 5
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 19, 2025 MEETING

9-25-5

**RESOLUTION, NAMING OF THE HERB JACKSON CENTER:
HOME OF THE BEACON**

- WHEREAS: State of New Jersey Law, N.J.S.A. 18A:64-6, specifies the powers and duties of the Board of Trustees including the authority to name or rename spaces in buildings on campus; and
- WHEREAS: In recognition of the generous naming gift commitment from John Byrne; and
- WHEREAS: The William Paterson University Foundation Board approved acceptance of this gift commitment with the terms and conditions outlined in the March 18, 2025 agreement executed by the Foundation and John Byrne, alumnus of William Paterson University; therefore, be it
- RESOLVED: That the Board of Trustees authorizes the naming of The Herb Jackson Center: Home of the Beacon in acknowledgment of the generous support from alumnus John Byrne.

APPENDIX 6
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 19, 2025 MEETING

9-25-6

**RESOLUTION, CONFERRING OF DEGREES –
SEPTEMBER 2025 AND NOVEMBER 2025**

RESOLVED: That the Board of Trustees of The William Paterson University of New Jersey approves the conferring of degrees for September 2025 and November 2025, in accordance with the certification of the President.



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: August 22, 2025

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

a. Non-Tenure Track Teaching (NTTP) Reappointments

Candidates being recommended for multi-year reappointments, August 15, 2025 – June 15, 2028: **2**

b. Fall 2025 Master Tutor Budget

The Academic Success Center provides tutoring and support services to students throughout the Fall semester. For Fall 2025, there is a combined total of ten master tutors with specializations in foreign languages, mathematics, writing, grammar, anthropology, Asian studies, geography, biology, office work, workshops, sociology, philosophy, algebra, statistics, calculus, reading comprehension, ESL, grammar coaching, and music. Tutors are hired by the Center to provide these required services at no cost to the students. Total cost for the Fall semester: \$34,385.59.

c. Fall 2025 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 the completion of their graduate studies or for other reasons. The costs vary for these positions and cannot be simply enumerated.

d. Various Personnel Matters

The spreadsheet shows personnel matters at the University that have been affected since the last Board Meeting on June 19, 2025, including appointments, temporary appointments, leaves of absence, promotions/reclassifications, resignations, and retirements.

Administrative and Faculty Appointments

Since the Board of Trustees last met, the University has made sixteen administrative hires. They include one Assistant Director, one Associate Director, one Associate Vice President, four Non-Tenured Track Teaching Professionals, and nine Professional Services Specialists.

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

Total Cost: 1,391,035.87

Temporary Appointments

The University has made two temporary hires for this academic year. They include two Professional Services Specialists.

The salaries for these positions = \$122,940.63

Leaves of Absence

This academic year, we have two staff members on leave.

Resolution, Various Personnel Matters (Consent Agenda)

NON-TENURE-TRACK TEACHING (NTTP) REAPPOINTMENTS

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

August 15, 2025 – June 15, 2028*

Robert Greco, Language, Literature, Culture, and Writing

Jason Myers, Language, Literature, Culture, and Writing

*correction of the reappointment period from one year to three years.

GAs WAIVER FA25

10 Hrs. 50% WAIVERS			
Name		Hours	Program
Bustamante, Grace		10	Biotechnology
Thapa, Binay		10	Biotechnology
Zubayeda, Uddin		10	Biotechnology

Garcia, Nathfelli		10	Materials Chemistry
Gautam, Indra Kurma		10	Materials Chemistry
Owolabi, Busola		10	Materials Chemistry
Tabor, Mark		10	Materials Chemistry
Blakeslee, Austin		10	Clinical Psychology
Boxerman, Eliana		10	Clinical Psychology
Chapis, Grace		10	Clinical Psychology
D'Andrea, Alexandra		10	Clinical Psychology
Guevara, Nicole		10	Clinical Psychology
Harvey, Jeanmarie		10	Clinical Psychology
Gold, Bailey Carol		10	Clinical Psychology
Maloney, Kayla		10	Clinical Psychology
Ottensoser, Molly		10	Clinical Psychology
Pazdur, Michelle		10	Clinical Psychology
Rosa, Sarah		10	Clinical Psychology
Rupertus, Sarah		10	Clinical Psychology
Sanchez, Abigail		10	Clinical Psychology
Turk, Yael		10	Clinical Psychology
Hasan, Md Mehedi		10	Applied Mathematics
Marzouk, Eial		10	Applied Mathematics
Tribuzio, Suzanne		10	Applied Mathematics

20 Hrs. 100% WAIVERS

Name		Hours	Program
Baj, Patrick		20	MFA Visual Arts
Bukovic, Johnny		20	MFA Visual Arts Animation
Forbes, Sarah		20	MFA Visual Arts
Henderson, Serena		20	MFA Visual Arts Animation
Rodriguez, Luis		20	MFA Visual Arts Animation
Sanchez, Christina		20	MFA
Amit, Samio		20	MFA Visual Arts Animation
O'Neill, Kathryn		20	MFA Visual Arts
Beekman, Ruby		20	Clinical Psychology

Harris, Dominique		20	Clinical Psychology
Perkins, Shane		20	Clinical Psychology
Powell, Alana		20	Clinical Psychology
Yurt, Sidal		20	Clinical Psychology
Drew, Sarah		20	Clinical & Counseling Psy
Keita, Mamadee		20	Clinical & Counseling Psy
Martinez, Sienna		20	Clinical & CounselingPsy
Melt, Elena		20	Clinical & Counseling Psy
Sancilio, Anna		20	Clinical & Counseling Psy
Vilme, Naisha		20	Clinical & Counseling Psy
Monachino, Makayla		20	Clinical & Counseling Psy

Coffey, Tess		20	Speech-Language Pathology
Dimiaolo, Deanna		20	Speech-Language Pathology
Herrera, Elizabeth		20	Speech-Language Pathology
Polanco, Kiara		20	Speech-Language Pathology
Saad, Justina		20	Speech-Language Pathology
Segelken, Anna		20	Speech-Language Pathology
Scipio, Kourtney		20	Speech-Language Pathology
Tallis, Samantha		20	Speech-Language Pathology
Timmons, Alanna		20	Speech-Language Pathology
Trejo, Jaselina		20	Speech-Language Pathology
Valdivia, Ivanna		20	Speech-Language Pathology

Lezcano, Christina		20	MFA Creative & Prof Writing
Yousaf, Farhan		20	MFA Creative & Prof Writing
Takagi-Rojas, Andy		20	MFA Creative & Prof Writing

Uchida, Kenoh		20	MS Exercise Physiology
Zuta, Diana		20	MS Exercise Physiology

Imbriano, Nicole		20	MBA
Martinez, Lizbeth		20	MBA
Morelli, Holden		20	MBA
Rodriguez, Nathalee		20	MBA
Bowery, Miles		20	MS Sports Administration

Allison, Hunter		20	Master of Music
Brant, Garner		20	Master of Music
Hsu, Li-Yang (Leo)		20	Master of Music
LeMay, Duncan		20	Master of Music

Rybaczuk, Ron		20	Music Jazz Arranging
Royeppen, Ernest		20	Jazz Studies & Performance
Schmid-Doyle, Gabriel		20	Master of Music
Schmidt, Mathias		20	Music Jazz Performance
Simontacchi, Brian		20	Music Jazz Performance

Toxtli-Coyotl, Delsy		20	PCOM
Palladino, Victoria		20	Integrated Marketing Communicaton

Cunneely, Lila		20	Prof. Counseling Schl Ed
Domagala, Maja		20	Prof. Counseling Schl Ed
Krajewski, Hailey		20	Prof. Counseling Schl Ed
Simonelli, Carly		20	Prof. Counseling Schl Ed
Tiplady, Molly		20	Prof. Counseling Schl Ed
Williams, Sabrina		20	Prof. Counseling Schl Ed

Academic Success Center
Fall 2025 Master Tutor Budget
FOR CONSIDERATION BY THE BOARD OF TRUSTEES

Name, Date of Hire, Degree	Area of Tutoring	Weekly Hours	Maximum Number of Hours	Hour Rate	Maximum Salary	Budget Line
Marcia Hinds, 07/17 - B.S.	Math 1060, 1110, 1150, 1160, 1350, 1600, 3220	23	299	\$ 21.00	\$6,279.00	Academic Success Center
Victor Constantini,	Spanish, Writing, Grammar	10	130	\$ 18.50	\$2,405.00	Academic Success Center
Phillip Patalano 9/15- Ph.D.	Mathematics - All Levels	23	299	\$ 21.50	\$6,428.50	Academic Success Center
Alec Ayers 09/19 - Ph.D.	Anthropology, Sociology, History, Philosophy, Geography	8	104	\$ 21.00	\$ 2,184.00	Academic Success Center
Bijay Bhat, 06/02/23, B.S Mathematics,	Algebra, Statistics, Calculus	20.5	266.5	\$15.49	\$4,128.09	Academic Success Center
Dan Neville 09/19 -	Spanish and Music	13.0	169	\$ 23.00	\$3,887.00	Academic Success Center
Lorraine Coco MBA -	Reading Comp, ESL, Grammar Coaching	12.0	156	\$18.50	\$2,886.00	Academic Success Center
Anahi Itzep MS	Biology, Office Work, Workshops	6	78	\$18.00	\$1,404.00	Academic Success Center
Cortny Pruden BA	Anthropology, Asian Studies	8.0	104	\$ 17.50	\$1,820.00	Academic Success Center
Luis Nunez 11/23 - B.S.	Mathematics, Spanish and Music	12	156	\$ 19.00	\$2,964.00	Academic Success Center

Total Master Tutor Budget for Fall 25 = **\$34,385.59**

Approved: Linda Rofsland

Date: 8/13/25

FOR ACTION BY THE BOARD OF
TRUSTEES AT THE SEPTEMBER 19, 2025
MEETING

William Paterson University
Personnel Matters

Personnel Action	Name	Position	Department	Group	Range	Step	Salary	Effective Date
APPOINTMENT:								
	Alexander Glen	Professional Services Specialist 4 (NJ SBDC Project Manager)	Small Business Development Center	AFT	AFT - Grade 18 (S)	6	\$66,591.74	6/30/2025
	Alfred Clarke	Non-Tenure Track Teaching Professional I (TV Production Studio Manager and Instructor)	Communication	AFT	AFT - Grade 24 (A)	10	\$103,517.79	8/15/2025
	Andrea Melancon	Assistant Director 2 (Senior Alumni Engagement & Philanthropy Specialist)	Alumni Engagement and Philanthropy	AFT	AFT - Grade 24 (S)	4	\$84,980.24	8/4/2025
	Arianna Rivera	Professional Services Specialist 3 (Teacher)	Child Development Center	AFT	AFT - Grade 18 (A)	4	\$63,410.34	9/1/2025
	Brianna Reyes Garcia	Professional Services Specialist 2 (Professional Advisor)	Advisement Center	AFT	AFT - Grade 24 (S)	2	\$77,593.35	8/4/2025
	Carol I. Cuadrado	Associate Vice President (Chief Government and University Relations Officer)	President	NAL	NAL - Grade 24	0	\$192,000.00	9/15/2025
	Christina Sakelakos	Professional Services Specialist 3 (Assistant Athletic Trainer)	Athletics and Recreation	AFT	AFT - Grade 18 (A)	4	\$63,410.34	9/1/2025
	Courtney Como	Assistant Director 2 (Senior Alumni Engagement & Philanthropy Specialist)	Alumni Engagement and Philanthropy	AFT	AFT - Grade 24 (S)	4	\$84,980.24	9/2/2025
	David Nehls	Professional Services Specialist 3 (Head Men's and Women's Swimming and Diving Coach)	Athletics and Recreation	AFT	AFT - Grade 21 (S)	6	\$79,804.49	9/1/2025
	Karolline Costa-Chen	Professional Services Specialist 2 (Professional Advisor)	Advisement Center	AFT	AFT - Grade 24 (S)	3	\$81,286.80	8/18/2025
	Kathleen Whalen	Associate Director (Associate Director of Child Development Center)	Child Development Center	NAL	NAL - Grade 27	0	\$85,077.00	7/14/2025
	Martha Arevalo	Professional Services Specialist 3 (WP Online Financial Aid Specialist)	WP Online Student Support	AFT	AFT - Grade 21 (S)	5	\$74,019.56	7/7/2025
	Myles Dunigan	Non-Tenured Track Teaching Professional II (Printmaking and 2D Foundations Instructor)	Art	AFT	AFT - Grade 22 (A)	6	\$83,788.16	1/22/2026
	Philip Clifford	Non-Tenured Teaching Professional 1 (Director of Sound Engineering Arts)	Music	AFT	AFT - Grade 24 (A)	6	\$89,243.61	8/15/2025
	Tanya Ibrahim	Professional Services Specialist 2 (Professional Advisor)	Advisement Center	AFT	AFT - Grade 24 (S)	2	\$77,593.35	9/2/2025
	Xiaoshan Wang	Non-Tenured Track Teaching Professional II (Teaching Postdoctoral Fellow)	Computer Science	AFT	AFT - Grade 22 (A)	8	\$87,432.30	8/15/2025
	Yesenia Nino	Professional Services Specialist 2 (Graduate Advising and Recruiting Coordinator)	Cotsakos College of Business	AFT	AFT - Grade 24 (S)	3	\$81,286.80	9/3/2025
APPOINTMENT (TEMPORARY):								
	Keisha Newell	Professional Services Specialist 3 (Transfer Success Coordinator)	College of Science and Health	AFT	AFT - Grade 21 (S)	1	\$61,674.60	07/01/2025-09/30/2026
	Lamaa Beidas	Professional Services Specialist 4 (Health Promotion Specialist)	Public Health	AFT	AFT - Grade 18 (S)	4	\$61,266.03	07/01/2025-09/30/2025
LEAVE OF ABSENCE:								
	Casey Mathern	Director (Director of University Galleries)	College of Arts, Humanities & SS	NAL	NAL - Grade 30	0	\$104,100.00	06/09/2025-08/15/2025
	Sobia Mahmood	Director (Dir. Inst. Equity & Compliance & Title IX Coord.)	Equity & Inclusion	NAL	NAL - Grade 30	0	\$134,900.00	05/21/2025-07/16/2025
PROMOTION/RECLASSIFICATION:								
	Brian Grzymkowski	Assistant Director 1 (Director of Graduate Programs, CCOB)	College of Business	AFT	AFT - Grade 26 (S)	7	\$102,346.45	7/1/2025
	Clint Voltman	Associate Director (Director, Vendor Services Technology)	Hospitality Services	NAL	NAL - Grade 28	0	\$105,000.00	5/14/2025
	George Kavak	Assistant Director 3 (Assistant Registrar - Technology)	Office of the Registrar	AFT	AFT - Grade 22 (S)	1	\$64,760.85	7/1/2025
	Lisa Brenenson	Director (Registrar)	Office of the Registrar	NAL	NAL - Grade 30	0	\$132,450.00	7/1/2025
	Susan Astarita	Director (Assistant Vice President for Registration Services)	Office of the Registrar	NAL	NAL - Grade 34	0	\$153,350.00	7/1/2025

FOR ACTION BY THE BOARD OF
TRUSTEES AT THE SEPTEMBER 19, 2025
MEETING

William Paterson University
Personnel Matters

Personnel Action	Name	Position	Department	Group	Range	Step	Salary	Effective Date
RESIGNATION:								
	Andrea Melancon	Assistant Director 2 (Senior Alumni Engagement & Philanthropy Specialist)	Alumni Engagement and Philanthropy	AFT	AFT - Grade 24 (S)	4	\$84,980.24	8/4/2025
	Carlos Gomez	Professional Services Specialist 4 (Undergraduate Admissions Counselor)	Undergraduate Admissions	AFT	AFT - Grade 18 (S)	4	\$61,266.03	7/3/2025
	Carson Weis	Professional Services Specialist 3 - Academic	Athletics	AFT	AFT - Grade 18 (A)	4	\$61,266.03	6/22/2025
	Elizabeth Patterson	Professional Services Specialist 2(Post Doctoral Associate)	Environmental Science	AFT	AFT - Grade 24 (S)	3	\$78,537.97	6/30/2025
	Faith Atte	Associate Professor (Associate Professor)	Nursing	AFT	AFT - Grade 28 (A)	8	\$117,182.08	6/30/2025
	Jemour Maddux	Assistant Professor-25 (Assistant Professor, Clinical Psychology)	Psychology	AFT	AFT - Grade 25 (A)	8	\$101,224.26	6/30/2025
	Jenelle Egbebo	Professional Services Specialist 4 (Undergraduate Admissions Counselor)	Undergraduate Admissions	AFT	AFT - Grade 18 (S)	5	\$66,166.40	8/20/2025
	Mary Dekker	Professional Services Specialist 3 - Academic (Teacher)	Child Development Center	AFT	AFT - Grade 18 (A)	6	\$66,591.74	6/26/2025
	Siamack Shojai	Professor (Professor)	Econ,Fin and Global Business	AFT	AFT - Grade 30 (A)	12	\$148,320.14	8/15/2025
RETIREMENT:								
	Claudia Tormino	Professional Services Specialist 2 (Chief Admin. Asst. to the Assoc. Provost for A	Provost	AFT	AFT - Grade 24 (S)	11	\$110,834.36	1/1/2026
	David Demsey*	Professor (Professor)	Music	AFT	AFT - Grade 32 (A)	12	\$163,544.04	9/1/2025
	Judith Broome	Professor (Professor)	Language Literature Culture and Writing	AFT	AFT - Grade 33 (A)	9	\$155,077.46	7/1/2025
	Pamela Ferguson	Vice President (VP, Institutional Advancement)	Institutional Advancement	NAL	NAL - Grade 36	0	\$267,200.00	1/1/2026
	Zhiyuan Cong	Professor (Professor)	Art	AFT	AFT - Grade 32 (A)	12	\$163,544.04	9/1/2025

*Updated retirement date

APPENDIX 7
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 19, 2025 MEETING

9-25-7

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

RESOLVED:

That the Board of Trustees approves the various personnel matters as recommended by the President including -tenure track teaching (NTTP) reappointments, Fall 2025 master tutor budgets, graduate assistantship appointments for Fall 2025 appointments, temporary appointments, leaves of absence, resignations, retirements, and various changes in employee status, and directs that the actions be listed in the minutes of this meeting.

APPENDIX 8
MINUTES OF BOARD OF TRUSTEES
SEPTEMBER 19, 2025 MEETING

9-25-8

**RESOLUTION, GRANTING OF EMERITUS STATUS,
SEPTEMBER 19, 2025**

WHEREAS:

In recognition of distinguished service to William Paterson University, the Board of Trustees may bestow emeritus status on faculty who retire in good standing from the University after ten years of service as of September 1, 2025; and

WHEREAS:

The President has verified the credentials of these faculty and recommends that emeritus status be granted in recognition of their distinguished service; and

WHEREAS:

The Personnel and Compensation Committee has reviewed the list and concurs with the President's recommendation on the award of emeritus status; therefore

BE IT RESOLVED:

That the Board of Trustees of The William Paterson University of New Jersey grants emeritus status to the following faculty, with all the rights and privileges pertaining thereunto, and commends them for their commitment to the University, for nurturing and developing the academic and personal lives of our students, and for enriching the academic climate of this campus through their teaching, research, scholarship, creative activity, and service, and wishes them a long, well-deserved, and productive retirement.

Aaron Tesfaye – Politics, Legal & Urban Sciences

Daria Napierkowski - Nursing

David Demsey - Music

Diane Falk-Romaine – Music

Gilbert Ndjatou – Computer Science

Judith Broome – Language, Literature, Culture, and Writing

Leslie Nobler – Art

Richard Kearney – Library

Yingcong Dai – History, Liberal Studies & Philosophy

Zhiyuan Cong - Art



WILLIAM PATERSON UNIVERSITY

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William Paterson University Board of Trustees Proposed Slate of Officers¹ 2025-2026

Position of Board Chair

Michael Seeve

Position of Board Vice Chair

John Galandak

Position of Board Secretary

Robert Guarasci

¹ The election of Board Officers will take place at the Board of Trustees meeting on Friday, September 19, 2025, during the public session.