

MONTCLAIR STATE UNIVERSITY
Montclair, New Jersey

BOARD OF TRUSTEES
December 21, 2020

Present: Ms. Fathia Balgahoom, Ms. Rose Cali, Dr. Susan A. Cole, Ms. Mary Comito, Dr. Francis Cuss, Mr. George J. Hiltzik, Mr. Douglas Kennedy, Mr. William Mullen, and Mr. Preston Pinkett, Mr. Kent Sluyter, and Ms. Faith Victor

Absent: Mr. Marc de Grandpre, Mr. Ralph LaRossa, and Mr. Lawrence Inserra, Jr.

Present by invitation: Dr. Joseph Brennan, Mr. Shawn Connolly, Ms. Wendy Lin Cook, Ms. Colleen Coppla, Ms. Candace Fleming, Hon. Mark Fleming, Dr. Willard Gingerich, Mr. David Josephson, Ms. Donna McMonagle, Dr. Karen Pennington, Mr. David Vernon, Ms. Maria Anderson, Mr. Keith Barrack, and Ms. Shante Palmer

Dr. Cuss called the meeting to order via video conference at 11:30 am.

Statement regarding manner of public notice of meeting

Dr. Cuss read the following statement regarding the public notice of the meeting: “Please be advised that in compliance with the requirements of the Open Public Meetings Act, adequate notice of this meeting — December 21, 2020 — has been provided by distributing notices as required, properly posting 48-hour notice, and forwarding notices to designated newspapers and to persons requesting such notification.”

Roll call — As reported above.

Minutes from the meeting of October 30, 2020

Trustees approved the minutes from October 30, 2020 as distributed.

No. 3303

Matters Presented by the Chair – Dr. Francis Cuss

Dr. Cuss reported that in Closed Session the Trustees reviewed the minutes from October 30, 2020, reviewed legal matters, and considered Troy Sessoms’ appeal of the denial of his request for reclassification.

Sessoms Reclassification Appeal

Dr. Cuss moved that the Board approve the Final Administrative Determination of the Board of Trustees affirming the denial of the request for reclassification in the matter of Sessoms v. Vernon. The motion was seconded and approved unanimously.

No. 3304

Matters Presented By The President

President Cole reported that the University community concluded the fall semester safely and without unanticipated disruption in the face of the Covid-19 pandemic. Dr. Cole acknowledged it was a difficult semester for the entire University community, and that student feedback would be sought to improve the

spring semester student experience, including more in-person instruction and campus activities. Winter session enrollment has been strong, with a 24% increase year over year. The University has partnered with Passaic County to host a Covid-19 testing site on the campus and there is consideration ongoing in regard to the possibility of an on-campus vaccination site in the future. Dr. Cole announced several major gifts, an approximate \$2 million gift from a 1968 alumnus, a \$1 million gift from a 1961 student athlete, and 2 gifts totaling \$750,000 for the Center for Cooperative Media in the School of Communications from the Democracy Fund and the Bill and Melinda Gates Foundation. President Cole wished the University Community a safe and healthy winter break.

Union Report

Professor Richard Wolfson spoke on behalf of AFT Local 1904. He urged the Board to reconsider not having a formal AFT representative on the presidential search committee. Professor Wolfson recognized the students' hard work in completing this difficult semester and congratulated the professional staff being reappointed. Professor Wolfson expressed support for the international student recruitment contract and requested that the University provide Covid-19 testing to faculty and staff during the spring semester.

Personnel, Nominations, Compensation and Governance Committee

Mr. Sluyter reported that the Personnel, Compensation, Nominations and Governance Committee reviewed the minutes from its October 30, 2020, meeting, proposed personnel actions and a list of new hires anticipated before the Board's next meeting.

PERSONNEL ACTIONS

Mr. Sluyter moved that the Board of Trustees approve the following personnel actions:

- 2 - Professional/Managerial Staff
- 177 - Professional Staff Reappointments

Professional/Managerial Staff Appointment (AY 2021)
+ grant funded

<i>Name</i>	<i>Department</i>	<i>Title</i>	<i>Effective</i>	<i>Degrees</i>
Richard McAuliffe	University Police	Emergency Preparedness Coordinator/Emergency Planner	1/4/21	Experience in Lieu of a degree
Yolanda Sosa Ortiz ⁺	Center for Autism	Lead Trainer/ Technical Assistance Specialist	11/23/20	MEd University of Illinois at Urbana-Champaign

Professional Staff Annual Reappointments
July 1, 2021 – June 30, 2022
 *grant funded

<i>Name</i>	<i>Department</i>	<i>Title</i>
<i>Academic Affairs</i> Amanda Accardo	Broadcast and Media Operations	Production Coordinator
Marcia Adirim	Secondary and Special Education	Program Associate, College of Education and Human Services P/T (50%)
Chrissy Aguilera	Educational Leadership	Department Administrator, Educational Leadership
Bethany Andrade Siddiqu*	Center for Autism and Early Childhood Mental Health	Regional Home Visiting Program Specialist
Alker-Kelly Antoine	University College	Technology Manager
Kristin Armato	Center of Pedagogy	Project Associate for Research and Data Management P/T (80%)
Hanan Atiyat	College of Education and Human Services	Academic Advisor, College of Education and Human Services
Alicia Bowker*	Center for Autism and Early Childhood Mental Health	Regional Home Visiting Program Specialist
Jill Brown*	Center for Autism and Early Childhood Mental Health	NJ School Based Youth Services Program Parent Linking Program Specialist
Tara Campos	Educational Leadership	Program Administrator P/T (50%)
Jaime Carlucci	Economics	Administrative Assistant, Department of Economics

Joanne Caruso	College of Humanities and Social Sciences	Operations and Finance Coordinator
Christina Colon*	Center for Autism and Early Childhood Mental Health	Early Childhood Prevention Liaison
Arturo Cordova	Broadcast and Media Operations	IT/AV Engineer
Amanda Cosenza	University College	Academic Advisor
Christopher Curran	School of Nursing	Web Content Coordinator
Charlotte Cuss Bracchitta	College of Science and Mathematics	Academic Advisor and Recruiting Specialist
Heidi Cylinder	Feliciano School of Business	Executive Assistant to the Dean, Feliciano School of Business
Debra Daitchman	School of Communication and Media	School Administrator
Cassia D'Amico	Academic Affairs	Assistant Director for Articulation and Assessment
Bekki Davis	College of Humanities and Social Sciences	Academic Advisor
Sara Delgado	Nutrition and Food Studies	Assistant Laboratory Coordinator P/T (50%)
Kristen Diaz	Information Management and Business Analytics	Senior Coordinator, Graduate Programs
Kate Dorsett	Research and Sponsored Programs	Sponsored Programs Administrator
Jennifer Dudeck-Lenis	College of Education and Human Services	Program Associate P/T (50%)
Eileen Fee	Feliciano School of Business	Student Services Career Advisor
Susan Fuller	Counseling	Program Associate P/T (50%)

Taylor Goodson	Cali School of Music	Assistant Production Manager
Tess Grunseich	Student Academic Services	Coordinator, Academic Success Center
Patrick Haggerty	College of Humanities and Social Sciences	Academic Advisor
Mark Heimerdinger	College of Education and Human Services	CEHS Grants Manager
Andriana Herrera*	Family Science and Human Development	Program Coordinator, Family and Child Studies
Nicole Hopkins*	Center for Autism and Early Childhood Mental Health	ECCS Impact and Help Me Grow Program Assistant
David Hsu*	Biology	Research Scientist
Mia Kirk	College of Education and Human Services	Coordinator, Off-Site Education Programs
Annie Lobb	Academic Affairs	Coordinator of Cooperative Education and Internships
Eve Lotito*	Center for Autism and Early Childhood Mental Health	Program Associate
Michael Lyden	College of the Arts	Web Content and Digital Communications Manager
Rebecca Madson	College of Education and Human Services	Director of Academic Advising
Mary Marsan	Teaching and Learning	Program Associate for Teaching and Learning
Francis Martinez	Broadcast and Media Operations	Cage Supervisor
Sarah Mazurek	Communication Sciences and Disorders	Clinic Office Manager

Alexandra McShane	Information Management and Business Analytics	Program Associate, Graduate Programs Office
Kelly Mieth	College of Humanities and Social Sciences	Web Content Assistant P/T (50%)
Rebecca Miller	Nutrition and Food Studies	Program Associate P/T (30%)
Chase Montani	Graduate School	Digital Marketing Coordinator
Victoria Nauta	College of the Arts	Director of Career Services, College of the Arts
Kelly Oliva	Graduate School	Admissions Coordinator
James Panza	Mathematics	Course Coordinator P/T (50%)
Sital Patel	Library Administration	Library Technical Support Specialist
Jessica Pichardo*	Academic Affairs	Project Coordinator for the Center for Community Engagement
Jeffrey Poulos	College of Humanities and Social Sciences	Career Advisor, CHSS
Margaret Reece	Nutrition and Food Studies	Assistant Laboratory Coordinator P/T (50%)
Gloria Rodriguez	College of Science and Mathematics	Grants and Contracts Specialist
Samantha Romano	College of Education and Human Services	Teacher Assessment Coordinator
Linda Salazar	Nutrition and Food Studies	Program Associate, Department of Nutrition and Food Studies
Isabella Salloum	Graduate School	Recruitment Coordinator

Sanaz Saminejad	College of Humanities and Social Sciences	Academic Advisor
Jane Sanchez Swain	University College	Academic Advisor
Sarah Sangregorio	Feliciano School of Business	Instructional Support Specialist
Peter Schlittenhardt	Feliciano School of Business	Student Services Academic Advisor
Christiana Selvaraj	Nutrition and Food Studies	Assistant Laboratory Coordinator and Equipment Technician P/T (50%)
Bobby Serrani	University College	Academic Program Coordinator
Klodiana Shkemi	Applied Mathematics and Statistics	Program Associate
Stephanie Spitz	Art and Design	Department Administrator, Department of Art and Design
Katherine Tamburo	Art and Design	Administrative Assistant, Department of Art and Design
Julianne Thompson	College of Education and Human Services	Program Administrator
Jeronimo Valcarcel*	EOF and Academic Success	EOF Counselor/Academic Advisor
Celeste Van Nice	College of Science and Mathematics	Director of Academic Advising
Jennifer VanVort	Family Science and Human Development	Program Associate P/T (50%)
Nadine Verna	College of Humanities and Social Sciences	Career Development Director

Donna Verney	Nutrition and Food Studies	Program Associate Dietetic Internship Program P/T (50%)
Elena Weitz	Communication Sciences and Disorders	Audiology Clinical Preceptor
Jeff Wingfield	Arts and Cultural Programming	Box Office Manager
Kalli Wood	College of Science and Mathematics	Academic Advisor and Career/Pre-Professional Specialist

Enrollment Management

Tyra Addison	Red Hawk Central	Senior Call Center Agent
Candace Baker	Red Hawk Central	Call Center Agent
Paula Broadwick	Summer and Winter Sessions	Associate Director, Summer and Winter Sessions P/T (80%)
Elizabeth Castillo	Red Hawk Central	Call Center Agent
Jodi Cotugno	Undergraduate Admissions	Pre-Enrollment Specialist
Nicole DeZerga	Financial Aid	Financial Aid Counselor
Ritchie Fils	Financial Aid	Financial Aid Counselor
Maggie Leckey	Undergraduate Admissions	Transfer Pre-Enrollment Specialist
Yudisney Leung	Registrar	Assistant Registrar for Systems and Technology
George Maize	Financial Aid	Financial Aid Counselor
Jennifer Ovalles	Red Hawk Central	Student Services Specialist
Ellen Pezo	Registrar	Assistant Registrar
Chenelle Smith	Registrar	Assistant Registrar

Dawn Wilkenfeld	Enrollment Management	International Student Services Coordinator
-----------------	-----------------------	--

Salome Woolford	Red Hawk Central	Call Center Agent
-----------------	------------------	-------------------

Human Resources

Karen Ann Brack	Recruitment	Talent Acquisition Specialist
-----------------	-------------	-------------------------------

Zania Chambers	Employee Benefits	Benefits Coordinator
----------------	-------------------	----------------------

Stephanie Dilone	Payroll Operations	Payroll Coordinator
------------------	--------------------	---------------------

Carla Durante	Payroll Operations	Payroll Coordinator
---------------	--------------------	---------------------

Troy Lopez	Employee Benefits	Help Desk Coordinator
------------	-------------------	-----------------------

Carmen Lopez	Recruitment	Talent Acquisition Coordinator
--------------	-------------	--------------------------------

Ariel Murakhovsky	Human Resources	Workday Operations Support Specialist
-------------------	-----------------	---------------------------------------

Susana Noria	Learning, Development, and Performance	Human Resources Administrative Assistant
--------------	--	--

Kalpana Patel	Payroll Operations	Payroll Coordinator
---------------	--------------------	---------------------

Nia Rogers	Human Resources	Facilities Human Resources Coordinator
------------	-----------------	--

Zoila Rosario	Recruitment	Talent Acquisition Specialist
---------------	-------------	-------------------------------

Information Technology

Daniel Anzalone	Enterprise Technology Services	Security Administrator
-----------------	--------------------------------	------------------------

Peter Bisbal	Enterprise Application Services	Web Application Developer
--------------	---------------------------------	---------------------------

John Bonanno	Institutional Research	Evaluation/Database Manager
--------------	------------------------	-----------------------------

Joy Bradway	Technical Support Services	Application Support Specialist
Matthew Cannizzaro	Technical Support Services	Clinical Services Client Specialist
Darryl Carpenter	Technical Support Services	Clinical IT Support Specialist
Thomas Foody	Enterprise Technology Services	Virtualization and Storage Infrastructure Engineer
Brittany Gannon	Finance Systems	Workday Operations Coordinator
Rachel Herman	Technical Support Services	Application Support Specialist
Matthew Knight	Enterprise Technology Services	Backup Administrator/SAN Manager
Gabriel Marcelino	Technical Support Services	Desktop Support Technician - Mac Specialist
Jiancy Moreno-Lassalle	Technical Support Services	Application Support Specialist
Franklin Peralta	Technical Support Services	Service Desk Technician
Jason Rice	Enterprise Technology Services	Network Engineer
John Sandella	Technical Support Services	Manager, IT Support Services
Richard Tae	Technical Support Services	Audio Visual Engineering Specialist
Joseph Tangorra	Enterprise Technology Services	Windows Engineer
Paul Varghese	Finance Systems	PeopleSoft Finance Developer
Gowri Yalamanchi	Application Management	Student Systems Developer

Office of the President

Natalia Campos	University Counsel	Administrative Assistant, University Counsel
----------------	--------------------	---

Student Development and Campus Life

Clara Albert	Health Center	Nurse Practitioner
Simone Flowers	Dean of Students	Program Associate for the Office of the Dean of Students
Yara Nouh	Health Center	Student Applications Developer
Matthew Poskay	Intercollegiate Athletics	Head Coach of Men's Lacrosse
Alexis Sell	Health Center	Nurse Practitioner
Lisette Stanzione	Campus Recreation and Intramural Sports	Coordinator of Evening Events and Facilities
Tzu-Lin Toner	Campus Recreation and Intramural Sports	Assistant Director of Campus Recreation Programs

Treasury and Finance

Lisette Bobet	Procurement Services	Assistant Procurement Administrator
Chantelle Collins	Treasury and Finance	Procurement Specialist

University Communications and Marketing

Sheryl Huston	University Communications and Marketing	Senior Market Research Analyst
Marilyn Lehren	University Communications and Marketing	Staff Writer

University Development

Elaine DeFrancisci	Foundation Administration and Finance	Foundation Accounting Analyst P/T (60%)
Noah Johnston	Advancement Services	Associate Director - Advancement Services, Reporting and Analytics

University Facilities

Bradley Demo	Environmental Health and Safety	Assistant Director, Environmental Health and Safety
William Hausmann	Facilities Logistic Support	Assistant Director of Information Technology for Facilities
Heather Jenkins	University Facilities	Administrative Services Coordinator

Professional Staff Multi-Year Reappointments

July 1, 2021 – June 30, 2024

*grant funded

<i>Name</i>	<i>Department</i>	<i>Title</i>
<i>Academic Affairs</i>		
Krystal Acosta	Broadcast and Media Operations	Assistant Director, Production Services
James Britnell	Broadcast and Media Operations	IT Support Specialist
Evelyn De Jesus-Quiles	College of Education and Human Services	Executive Assistant to the Dean
Ellie Esposito	Feliciano School of Business	Coordinator Accreditation and Quality, School of Business
Tatia Haywood	EOF and Academic Success	EOF Counselor/Academic Advisor
Christopher Langner	Biology	Department Administrator

Ashley Lark	Academic Affairs	Clinic Manager, Center for Clinical Services
Natalie Lopez	University College	Academic Program Coordinator
Jessica Montesdeoca	Academic Affairs	Administrative Coordinator
Michele Nicosia	Academic Affairs	Assistant Director of Curriculum
Karen Ramsden	Library Administration	Research and Projects Specialist
Asoina Richardson	College of Science and Mathematics	Senior Administrative Assistant
Robert Schneider	University College	Academic Advisor
Adam Swart	Art Galleries	Art Gallery Education Coordinator
Brian Warner	Feliciano School of Business	Technology Support Desktop Specialist
Angela White	EOF and Academic Success	EOF Counselor/Academic Advisor
<i>Enrollment Management</i>		
Micale Dort	Financial Aid	Financial Aid Counselor
Tabitha Mitchell	Undergraduate Admissions	Customer Service Coordinator
Gregory Nasser	Undergraduate Admissions	Assistant Director for Early College Programs
Lisa Williams	Undergraduate Admissions	Transfer Admissions Counselor
Maria Zaino	Undergraduate Admissions	Admissions Counselor

Information Technology

Keith Adams	Instructional Technology and Design Services	Instructional Designer
Daisy Estelle	Information Technology	Executive Administrative Assistant
Rose Lamela	Instructional Technology and Design Services	Multimedia Specialist
Qing Lu	Enterprise Technology Services	Systems Engineer - Linux
Michael O'Neil	Enterprise Technology Services	Linux Engineer
John Osmak	Technical Support Services	Technical Support Specialist
Rachel Warner	Enterprise Technology Services	Program Coordinator for Enterprise Technology Services
Caroline Wesoly	Technical Support Services	Finance Security Administrator

Student Development and Campus Life

Jasey Bedoya	Dean of Students	Assistant Director for Experience Montclair and Transition Programs
Kyle Bianchi	Campus Recreation and Intramural Sports	Coordinator of Intramural Club Sports
Casey Coleman	Center for Student Involvement	Coordinator of Student Activities
Jaclyn Hilty	Intercollegiate Athletics	Business Operations Coordinator for Intercollegiate Athletics
Nina Kozdeba	Auxiliary Services	Auxiliary Services Specialist

Robert Lindenbaum Intercollegiate Athletics Assistant Athletic Trainer

Steven Sciarappa Intercollegiate Athletics Assistant Football Coach

Antonio Talamo Center for Student Involvement Coordinator of Commuter Student Programs and Services

Treasury and Finance

Kyle Carter Procurement Services Assistant Procurement Administrator

Erskine Shoulars Procurement Services Procurement and Financial Management Systems Administrator

University Development

Alice Iversen University Development Associate Director, Donor Relations - Scholarships

Dr. Cuss recused himself from the discussion. The motion was seconded and approved unanimously with the noted recusal.

No. 3305

Academic Affairs and Facilities

Mr. Mullen reported that the Academic Affairs and Facilities Committee reviewed the minutes from its October 30, 2020 meeting, received a capital project report, reviewed the Clery report, and reviewed the University Facilities Annual Report.

Audit, Finance, and Investment Committee

Mr. Kennedy reported that the Audit, Finance and Investment Committee reviewed the minutes from its meeting on October 30, 2020, reviewed contract awards, met with the University's financial advisors to review its portfolio performance, discussed Fitch Ratings' affirmance of the University's A+ bond rating with a Stable Outlook, and reviewed the University's FY 2022 State Budget Submission. Mr. Kennedy congratulated the University on maintaining an investment grade bond rating during such a stressful time.

CONTRACT AWARD AUTHORIZATIONS

Mr. Kennedy moved that the Board of Trustees approve the following contract award:

- Internatinal Student Recruitment Services (Various) - \$1,750,000

The motion was seconded and approved unanimously.

No. 3306

Reports

Student Government Association President Ernst Lozin thanked the administration for its efforts in making the fall semester successful and safe. President Lozin stated that the SGA would encourage all students to receive the Covid-19 vaccine once it is available and that he was hopeful the spring semester would allow for more in-person activities. The SGA worked with the Montclair State University Police Department on promoting unity on campus. President Lozin expressed the biggest lesson he learned during his tenure was that the students truly do matter at the University and there is a resource to meet each of the students' needs. The University is very transparent in dealing with the students and they feel they have a voice.

University Senate President Erik Jacobson, a professor in the Teaching and Learning Department introduced himself to the Board. Professor Jacobson believed the semester went well and that the students and faculty alike have learned a great deal about remote instruction. Professor Jacobson acknowledged the professional staff's committed efforts in making the semester a success. The Academic Affairs Council, the Administrative Affairs Council and the Student Affairs Council are all working on efforts to improve students' experience. This includes efforts to re-imagine the nature of core courses, establishing shared teaching principles and responding to student concerns about on-campus life. The University Senate has a full agenda for the spring – making sure students can maximize their learning, providing academic and other support as the pandemic continues, and engaging in research and the other activities that make Montclair State University a vibrant campus. Ensuring that this is done in keeping with the university's commitment to social justice and equity means that students, instructors, professional staff, librarians and others have a role in governance and decision-making.

Motion to enter closed session: Dr. Cuss made the following motion, which was seconded and approved unanimously:

Be it hereby further moved pursuant to N.J.S.A. 10:4-13 that the Montclair State University Board of Trustees shall enter into Closed Session prior to the next scheduled Public Session to discuss the following pursuant to N.J.S.A. 10:4-12.b: 1) pending litigation filed against the University; 2) personnel matters; and 3) other matters which may arise consistent with N.J.S.A. 10:4-12.b.

The meeting adjourned at 12:35 p.m.



Keith D. Barrack