

**New Jersey City University
Board of Trustees
February 22, 2022**

Public Session

ATTENDING:

Mr. Joseph Scott, Chair (Zoom)
Mr. Luke Visconti, Vice Chair (Zoom)
Mr. Thyquel Halley, *student trustee voting*
Mr. James Jacobson
Mr. Carlos Lejnieks
Dr. Irene Trowell-Harris (Zoom)
Dr. Edward Whittaker (Zoom)
Dr. Sue Henderson, *ex officio*
Mr. Andrés Acebo, Interim Chief of Staff and Secretary to the Board of Trustees

ABSENT:

Dr. Steven Chang, Ms. Brianna Esteves, *student trustee non-voting*, Mr. Edward Fowlkes, Mr. Rafael Perez,

Mr. Acebo welcomed the public who joined at the NJCU School of Business.

The meeting was called to order at 2:38 PM by Mr. Acebo.

NOTICE OF MEETING

Mr. Acebo noted that the time, date, location and agenda for this meeting were mailed to the Jersey Journal, the Star-Ledger, Office of the Secretary of State, Senate Majority Office, Council of New Jersey State College Locals and the New Jersey Association of State Colleges and Universities on February 17, 2022. Notice of this meeting was also posted on the University's email system and website.

MINUTES

Mr. Acebo requested a motion to approve the Minutes from the September 13, 2021 Board Meeting. The motion was moved by Mr. Jacobson and seconded by Mr. Lejnieks. (Yes-Mr. Scott, Mr. Halley, Mr. Jacobson, Mr. Lejnieks, Dr. Trowell-Harris, Mr. Visconti, Dr. Whittaker; No-None; Abstention- None). The motion passed.

CHAIR'S REPORT

Mr. Scott thanked the members of the Board for their contributions and dedicated support, highlighting Dr. Trowell-Harris bringing forth the Red Tail Flight Academy and Mr. Visconti for his significant donation. All of the Board volunteers are committed to NJCU and student success.

PRESIDENT’S REPORT

Dr. Henderson thanked the Board of Trustees for their hard work and dedication to the students. Dr. Henderson shared some exciting events that occurred, including the Lee Hagan Center hosting the 33rd Annual Dr. Martin Luther King Jr. Celebration with guest speaker and NJCU alum, Ilyasah Shabazz, Professor, Author and Daughter of Malcolm X and Dr. Betty Shabazz as well as a host of events to celebrate Black History Month. Dr. Henderson provided a review of the success of the NJCU athletic teams and the Rising Knight Institute (RKI), that was made possible by the support from Mr. Visconti. Dr. Tamara Jhashi reported on the workshops rpk has been hosting with department chairs and deans. Dr. Jodi Bailey provided an update on Student Affairs and announced the JED Foundation, which promotes suicide prevention and mental health initiatives on college campuses, has named NJCU as a JED Campus.

Dr. Angel Gonzalez, Chief Diversity and Inclusion Officer, provided an overview of the Black and Latinx Student Success initiative, to improve the retention, academic success, and graduation rates of undergraduate men of color and NJCU. The program offers participating scholars with programming and activities designed to enhance their academic engagement, professional development, and campus community involvement.

EXECUTIVE COMMITTEE

Mr. Thyquell Halley addressed the Board of Trustees regarding the time and location of the meeting, requesting the Board to be more mindful of the time and location where the Board of Trustees meetings are held. Dr. Henderson, Mr. Jacobson, and Mr. Acebo addressed the advance notice of public meetings and decision to be inclusive to the entire campus in bringing access to the Board of Trustees meetings to them as has been done in the past.

**NJCU BOARD OF TRUSTEES
MEETING DATES
2021-2022***

- Monday, September 13, 2021
- Tuesday, February 22, 2022
- Monday, April 25, 2022
- Monday, June 27, 2022

2022-2023 (proposed)

- Monday, September 12, 2022
- Tuesday, February 21, 2023
- Monday, April 24, 2023
- Monday, June 26, 2023

*Board Committee meetings shall endeavor to meet at least twice and no later than two (2) weeks before a regularly scheduled public meeting of the full Board of Trustees of New Jersey City University to ensure the timely governance of the University’s operations. The Board adopted the annual meeting schedule by unanimous consent.

Board reviewed and unanimously ratified New Hires: Faculty, Managerial and Professional Staff Promotions and Salary Adjustments.

1. Personnel | Compensation Topics

- **Faculty and Staff Personnel Actions**
 - Faculty Reappointments
 - Professional Staff Reappointments
- **New Hires and Promotions**
 - New Hires: Managerial and Professional Staff
 - Promotions: Professional Staff

Faculty Candidates for Reappointment Group 1 – Distribution Date: October 19, 2021

Faculty to the 7th Year and Tenure (Effective: September 1, 2022)

1. Dr. Pablo Garofalo, Assistant Professor, Economics
2. Dr. Zui Chih Lee, Associate Professor, Marketing
3. Dr. Adrian Martin, Assistant Professor, Elementary/Secondary Education
4. Dr. Jermaine McCalpin, Assistant Professor, African Afro-American Studies
5. Dr. Jorge Medina Silva, Assistant Professor, Economics
6. Dr. Jennifer Musial, Assistant Professor, Women's Studies
7. Dr. Esther Nir, Associate Professor, Criminal Justice
8. Dr. Li Xu, Assistant Professor, Finance
9. Dr. Peri Yuksel, Assistant Professor, Psychology
10. Dr. Jacob Zumoff, Assistant Professor, History

Faculty to the 6th Year (Effective: September 1, 2022)

1. Dr. Gabriel Alegria, Assistant Professor, Music, Dance & Theater
2. Dr. Scott Fisher, Assistant Professor, Professional Security Studies
3. Dr. Kutub Thakur, Assistant Professor, Professional Security Studies
4. Dr. Nan Wang, Associate Professor, Computer Science

Faculty to the 5th Year (Effective: September 1, 2022)

1. Dr. Manuel Caciula, Assistant Professor, Fitness, Exercise & Sports
2. Dr. Nava Cohen, Assistant Professor, Accounting
3. Dr. Anthony Esposito, Assistant Professor, Biology
4. Dr. Christine Harrington, Associate Professor, Educational Leadership
5. Dr. Lukas Helikum, Assistant Professor, Accounting
6. Dr. Donna Ho-Shing, Assistant Professor, Nursing
7. Dr. Prashanth Ravula, Assistant Professor, Marketing
8. Dr. Carol Shansky, Assistant Professor, Music, Dance and Theatre
9. Dr. Gita Sharma, Assistant Professor, Management
10. Dr. Victor Tuazon, Assistant Professor, Counselor Education
11. Dr. Alemteshai Turasie, Assistant Professor, Mathematics

12. Dr. Sevincgul Ulu, Assistant Professor, Marketing
13. Dr. Michael Wiltsey, Assistant Professor, Professional Security Studies
14. Dr. Ling Yang, Assistant Professor, Accounting
15. Dr. Wei Zhang, Assistant Professor, Psychology
16. Dr. Xiaodi Zhu, Assistant Professor, Finance

Faculty to the 4th Year (Effective: September 1, 2022)

1. Dr. Jale Aldemir, Associate Professor, Early Childhood
2. Dr. Abdullah Al-Hayajneh, Assistant Professor, Professional Security Studies
3. Dr. Juste Codjo, Assistant Professor, Professional Security Studies
4. Dr. Nelda Coombs-Ephraim, Assistant Professor, Nursing
5. Dr. Marcelo Fuentes Ampuero, Assistant Professor, Modern Languages
6. Dr. Chitra Narayanan, Assistant Professor, Chemistry
7. Dr. Jennifer Pax, Assistant Professor, Sociology & Anthropology
8. Dr. Lijun Ruan, Assistant Professor, Accounting
9. Dr. Serdar Yayla, Assistant Professor, Marketing

Professional Staff Candidates for Reappointment for July 1, 2022

Professional Staff for Reappointment Consideration (Currently on 5 Year)
(Eligible for a Multiyear Reappointment up to 5 Years: July 1, 2023 - June 30, 2028)

1. Ms. Victor Delvalle, Assistant Director 2, Campus Life
2. Ms. Dorane Johnson, Professional Services Specialist 4, Marketing and Communications
3. Mr. Mohamed Kaifa, Administrative Assistant 2, Criminal Justice
4. Ms. Kelly Resch, Professional Services Specialist 1, Grants Office
5. Mr. Robert Romero, Assistant Director 3, Information Technology

Professional Staff for Reappointment Consideration (Currently on 4 Year)
(Eligible for a Multiyear Reappointment up to 5 Years: July 1, 2023 - June 30, 2027)

1. Mr. Marc Brown, Professional Services 1, Athletics

Professional Staff for Reappointment Consideration (Currently on 3 Year)
(Eligible for a Multiyear Reappointment up to 3 Years: July 1, 2023- June 30, 2026)

1. Mr. Clinton Higgins, Professional Services Specialist 3, Media Arts Center
2. Mr. Thomas Lee II, Assistant Director 3, Athletics

Professional Staff for Reappointment Consideration (Eligible for First Multiyear)
(Eligible for a Multiyear Reappointment up to 3 Years (July 1, 2022 to June 30, 2025)

1. Mr. Damion Barnett, Professional Services Specialist 3, Financial Aid
2. Ms. Anna Carhart, Assistant Director 2, Margaret Williams Theatre
3. Mr. Joseph Cullen, Professional Services Specialist 3, Athletics
4. Ms. Cassandra Gomez, Professional Services Specialist 3, Admissions

5. Mr. Joshua Iannuzzi, Professional Services Specialist 2, Dean School of Business
6. Ms. Ashley Pais, Professional Services Specialist 3, Athletics
7. Mr. Jason Roque, Professional Services Specialist 2, Media Arts Center

Professional Staff for Annual Reappointment Consideration
(July 1, 2022 to June 30, 2023)

1. Ms. Krystal Aguilar, Professional Services Specialist 4, Admissions
2. Mr. Arturo Arana, Professional Services Specialist 4, Admissions
3. Ms. Maryanne Bedford, Assistant Director 2, Admissions
4. Mr. Kaixuan Bu, Professional Services Specialist 4, Earth Environmental Sciences
5. Ms. Stephanie Burbano, Professional Services Specialist 3, Dean of Students
6. Ms. Stephany Aracelly Castellanos, Professional Services Specialist 4, Child Care Center
7. Ms. Courtney Chambers, Professional Services Specialist 4, Art
8. Ms. Sandy Checo, Professional Services Specialist 4, Youth Corp
9. Ms. Ginneh Collins, Professional Services Specialist 2, Admissions
10. Ms. Ivelisse Cruz, Assistant Director 3, Pre-College Programs
11. Mr. Patrick Devaney, Professional Services Specialist 3, Athletics
12. Mr. Charles, Diggs, Professional Services Specialist 4, Pre-College Programs
13. Ms. RoseMarie DiStefano, Professional Services Specialist 4, University Advisement Center
14. Mr. Carlo Edra, Professional Services Specialist 3, Athletics
15. Mr. Alex Faulk, Professional Services Specialist 1, Athletics
16. Ms. Loyda Goldston, Professional Services Specialist 4, Opportunity Scholarship Program
17. Mr. Syed Haider, Professional Services Specialist 4, Professional Security Studies
18. Ms. Rachel Holway, Professional Services Specialist 2, Admissions
19. Ms. Emily Insera, Professional Services Specialist 4, Campus Life
20. Ms. Anna Ivanova, Professional Services Specialist 3, Counselor Education
21. Mr. Francis Laing, Professional Services Specialist 4, Student Outreach and Retention
22. Ms. Ashley Lemon, Assistant Director 3, Campus Life
23. Mr. Nicholas Margiasso, Professional Services Specialist 3, Athletics
24. Ms. Ashley Martinez, Professional Services Specialist 3, Athletics
25. Ms. Paola Martinez, Professional Services Specialist 3, University Advisement Center
26. Ms. Jacqueline Mattiello, Professional Services Specialist 4, Nursing
27. Ms. Sarah McGough, Professional Services Specialist 4, Biology
28. Ms. Karla Mejia, Professional Services Specialist 3, Athletics
29. Mr. Christian Mercado, Professional Services Specialist 4, Youth Corps
30. Ms. Tracy Nelson, Professional Services Specialist 4, Student Outreach and Retention
31. Mr. Patrick O'Neill, Professional Services Specialist 3, Athletics
32. Ms. Ruth Ortiz, Professional Services Specialist 2, School of Business
33. Mr. Justin Pannullo, Professional Services Specialist 4, VP of Student Affairs
34. Ms. Jennifer Pena, Professional Services Specialist 4, Opportunity Scholarship Program
35. Ms. Chantell Rivera, Assistant Director 3, Residence Life
36. Mr. Jordan Robinson, Professional Services Specialist 3, Athletics
37. Mr. Ryan Roche, Professional Services Specialist 4, Opportunity Scholarship Program
38. Ms. Vaughn Rogers, Professional Services Specialist 4, Global Initiatives
39. Ms. Maria Rolon, Assistant Director 1, Trio Learning Community
40. Mr. Matthew Stevens, Professional Services Specialist 3, Enrollment Management

41. Mr. Carlos Tejada Urena, Professional Services Specialist 3, Admissions
42. Ms. Michelle Tinglin, Professional Services Specialist 2, Nursing
43. Mr. Henry Turner, Professional Services Specialist 3, Athletics
44. Ms. Crystal Gail Villavert, Professional Services Specialist 4, University Advisement Center
45. Mr. Joseph Yeck, Professional Services Specialist 3, Athletics

New Hires

Managerial Regular Appointments

1. Pia Stevens Haynes, Associate Dean of Students
Dean of Students
Effective: 9/27/2021
2. Tavares Johnson, Human Resources Administrator
Human Resources
Effective: 10/18/2021

Managerial Temporary Appointments

1. Danielle Beam, Director, Rising Knight Institute
Athletics
Effective: 9/27/2021
2. Nancy Bookbinder, Interim University Director of Financial Aid
Financial Aid
Effective: 9/24/2021
3. Woodrow Lewis, Associate Dean, Underrepresented Student Success
President's Office
Effective: 9/21/21

Managerial Temporary to Permanent Appointments

1. Andres Acebo, Chief of Staff and Labor Designee
President's Office
Effective: 1/3/2022
2. Jennifer Fitzgerald, Project Coordinator
Vice President for Academic Affairs
Effective: 10/11/2021

Professional Staff Regular Appointments

1. Loyda Goldston, Recruitment Coordinator EOF/OSP (PSS4)
Opportunity Scholarship Program

Effective: 8/9/2021

2. Camila Guerro, Preschool Teacher (PSS4)
Child Care Center
Effective Date: 11/29/21
3. Aisha Rathore, Assistant Director, Leadership and Engagement (PSS4)
Campus Life
Effective Date: 1/10/22

Professional Staff Temporary Appointments

1. Ronald Baines, Assistant Director, Career Engagement and Program Development (Assistant Director 2)
Athletics
Effective: 12/20/2021
2. Hannah Gavin, Academic Program Coordinator (PSS4)
Athletics
Effective Date: 10/25/21
3. Linda Raoul, Counselor (PSS1)
Counseling Center
Effective Date: 10/11/21

Promotions/Reclassifications

1. Ivelisse Cruz, Assistant Director 3
Pre-College Programs
Effective Date : 8/2/21
2. Mathew Stevens, Assistant Director of Enrollment Communications (PSS3)
Enrollment Management
Effective Date: 8/16/21

Note:

1. As of the last Board meeting held on September 2021
2. List is sorted alphabetically by last name

FINANCE AND AUDIT COMMITTEE

Mr. Jacobson gave the report for the Finance and Audit Committee. He made a motion for the Resolution to Approve the 2022 Est Campus Housing, LLC. The motion was seconded by Mr. Lejniaks. (Yes-Mr. Scott, Mr. Halley, Mr. Jacobson, Mr. Lejniaks, Dr. Trowell-Harris, Mr. Visconti, Dr. Whittaker; No-None; Abstention-None). The motion passed.

**RESOLUTION OF THE BOARD OF TRUSTEES OF
NEW JERSEY CITY UNIVERSITY APPROVING THE
2022 WEST CAMPUS HOUSING, LLC BUDGET**

- WHEREAS:** New Jersey City University (University) is the manager and operator of West Campus Housing, LLC (WCH), and
- WHEREAS:** The University as a part of the management and operation of WCH is to provide for a WCH operating budget, and
- WHEREAS:** The University incurs costs in the management and operation of WCH which are reflected in the WCH operating budget, and
- WHEREAS:** Section 4.6(b) of the applicable Trust Indenture allows the Trustee to disburse operating expenses for WCH from the Receipts Fund upon receipt of the approved WCH annual operating budget, and
- WHEREAS:** It is in the interest of the University to be reimbursed for costs associated with the management and operation of WCH, and
- WHEREAS:** The Trustee requires approval by the governing board of the University of the 2022 operating budget for WCH in order to disburse funds to the University, and
- WHEREAS:** The University requests approval of the Board of Trustees of New Jersey City University for the 2022 WCH operating budget, and

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

The Board of Trustees of New Jersey City University, on this 22th day of February 2022 does hereby approve the 2022 WCH operating budget.

FY 2022 Budget Presentation

Chief Financial Officer Mr. James White provided an overview of the FY 2022 Budget.

NOMINATION AND GOVERNANCE COMMITTEE

Mr. Lejniaks gave the report for the Nomination and Governance Committee. He made a motion for the Resolution to Approve the Board of Trustees of New Jersey City University Concerning a Naming Gifts Policy for the University. The motion was seconded by Mr. Jacobson. (Yes-Mr. Scott, Mr. Halley, Mr. Jacobson, Mr. Lejniaks, Dr. Trowell-Harris, Mr. Visconti, Dr. Whittaker; No-None; Abstention- None). The motion passed.

**RESOLUTION OF THE BOARD OF TRUSTEES OF NEW JERSEY CITY UNIVERSITY
CONCERNING A NAMING GIFTS POLICY FOR THE UNIVERSITY**

WHEREAS: The Board of Trustees of New Jersey City University (the “Board”) may determine policies concerning the organization, administration and development of the university, and the uses and control of university property for university purposes, N.J.S.A. 18A:64- 6 c, f, p, and q and N.J.S.A.18A:64-7; and

WHEREAS: A policy concerning the naming of the real and personnel assets of the university is consistent with sound management and stewardship of university assets in support of the university mission; now be it

RESOLVED: On this 22nd day of February 2022, that the Board of Trustees of New Jersey City University hereby approves and adopts a naming gifts policy in substantially the form as appended to this resolution.

Policy Name:	<u>Naming Gifts</u>
Policy Number:	<u>(UPT to complete)</u>
Accountable Senior Administrator:	<u>Chief Development Officer/Foundation Executive Director</u>
Issued:	<u>(Date)</u>
Last Updated:	<u>(Date)</u>

Policy Statement

In recognition and appreciation of their generosity, donors who make certain types of charitable contributions to New Jersey City University (University) or New Jersey City University Foundation, Inc. (Foundation) for the benefit of the University, may be offered the opportunity to select the name of the program, facility, position, or entity being funded by their gifts. The policy outlines the types of gifts that may carry naming rights, and provides information related to the minimum amount required for specific naming gifts, name approval and duration, donor recognition, and other terms.

Reason for the Policy

The Naming Gifts Policy helps ensure that gifts with associated naming rights are managed in a consistent manner. It is also designed to provide donors with equitable, consistent, and appropriate recognition and stewardship for their generous support, leading to lasting and mutually beneficial relationships with the University. This policy applies to all naming gifts secured by the University.

Stakeholders Affected by Policy

Individuals, foundations, non-profit organizations, businesses/corporations, and other entities that make charitable contributions to the University.

Definitions

Donor: An individual, foundation, non-profit organization, business/corporation, or other entity that makes a charitable contribution to the University.

Charitable Contribution/Gift: As stated by the U.S. Internal Revenue Service (IRS), a gift to, or for the use of, a qualified organization. The gift is voluntary and is made without receiving, or expecting to receive, anything of equal value. Note: The University and the Foundation are qualified as charitable organizations under Section 501(c)(3) of the IRS Code.

Reinvestment: An endowed fund status whereby all of the fund's income is reinvested in the fund's corpus.

Distribution: An endowed fund status whereby a portion of the fund's income is distributed for spending, in accordance with the University's endowed-fund spending practices and policies as they are adopted and revised from time to time by the University.

Policy Text

I. Applicability

This policy applies to gifts with associated naming opportunities at the University as a form of recognition for the contributions of individuals or organizations to the University.

II. Types of Funds with Potential Naming Opportunities

- A. Endowed: Endowed funds are designed to provide perpetual support to a designated area. To establish a named endowed fund, a gift must meet the funding minimum set by the Foundation in consultation with the President and the Board of Trustees of New Jersey City University (Board of Trustees). For current University named endowed fund minimums, contact the Foundation.
- B. Non-endowed: In certain circumstances, current-use commitments can qualify for a naming opportunity. Many gifts to name physical entities are in this category.

III. Standard Designations for Naming Gifts

- A. Physical Entity:
 - 1. Buildings and other major facilities, discrete components of buildings (wings, lecture halls, auditoriums, foyers, classrooms, laboratories, studios, offices, conference rooms, etc.), athletic facilities, and residence halls.
 - 2. Campus grounds, outdoor renovations, gardens, trees, fountains, benches, walkways, parking facilities, and other real property.
 - 3. Libraries, or parts of libraries, and other collections of significant size and continuing educational, scientific, historic, artistic, or cultural value.
- B. Non-Physical Entity:
 - 1. Colleges, schools, departments, institutes, centers, programs, teaching awards, and prizes.
 - 2. Academic or non-academic positions, including but not limited to deanships, professorships, directorships, and lectureships.
 - 3. Student support, including but not limited to scholarships, fellowships, and other student awards.

IV. General Terms

- A. Naming of a University asset or entity must be made in accordance with this policy and related procedures and meet all terms of the Foundation's Gift Acceptance Policy.
- B. The donor may select the name of the entity being funded, so long as the criteria set forth in this policy are met, and University approval is granted. Factors that may be considered by the University in determining the appropriateness of a name include:
 - 1. Consistency with the mission, vision, reputation, and values of the University.
 - 2. Whether a name may imply the University's endorsement of a political or ideological position or the use of a particular product or service.
 - 3. Potential conflict of interest (primarily in cases of corporate or organizational naming gifts).
 - 4. Whether the name reinforces the University's branding standards.
 - 5. Potential conflict with existing named entities or spaces.
- C. Naming gifts do not confer the right to the donor to determine the use of the fund (e.g., the purpose or use of the named space, specific beneficiary of a student or faculty support fund, program curricula, and/or research outcomes).
- D. A named entity may not be announced by any University unit prior to final approval as required by this policy.

V. Naming Gift Values

- A. Endowed Funds:
 - 1. The Foundation establishes the minimum gift amount required to create each type of named endowed fund in consultation with the President and the Board of Trustees. Such minimums are important to ensure the endowed fund provides sufficient funds to accomplish the purpose intended by the donor.
 - 2. Minimum gift amounts for named endowed funds will be amended by the Foundation from time to time, to correspond with real costs.
 - 3. In some cases, the name of an endowed fund may be different from the name used publicly for the entity the fund supports. In such instances, both the name of the fund and the name to be used publicly will be detailed in the associated gift agreement.
 - 4. For current University named endowed fund minimums, contact the Foundation.
- B. Current-use Funds:
 - 1. The Foundation establishes the minimum gift amount required to create each type of current use in consultation with the President and the Board of Trustees. Such minimums are important to ensure the current use fund provides sufficient funds to accomplish the purpose intended by the donor.
 - 2. Minimum gift amounts for named current use funds will be amended by the Foundation from time to time, to correspond with real costs.
 - 3. In some cases, the name of a current-use fund may be different from the name used publicly for the entity the fund supports. In such instances, both the name of the fund and the name to be used publicly will be detailed in the associated gift agreement.
 - 4. For current University named current use fund minimums, contact the Foundation.
- C. Physical Entities:
 - 1. Once a new building, expansion, or renovation has been approved by the University, the value of associated naming gifts will be determined by the Foundation, in consultation with the President and the Board of Trustees. This applies to spaces both within and outside buildings.

2. Similarly, the value of associated naming gifts for existing University spaces will be determined by the Foundation, in consultation with the President and the Board of Trustees.

VI. **Distributions from Endowed Funds Created through Gifts**

- A. Typically, an endowed fund will remain in reinvestment status until the fund reaches the University's required endowed fund minimum for an endowment of that specific type, unless the donor agreement stipulates the fund should remain in reinvestment until a minimum greater than the University's required endowed fund minimum is reached. Accumulated earnings and fund additions designated by the University, such as reinvested income, do not count toward meeting the required endowed fund minimum (i.e., only gifts count toward meeting the endowed fund minimum).
- B. This provision notwithstanding, the University and President may request to convert the endowed fund to distribution status when the endowment reaches the minimum amount required by the Foundation to establish an endowed fund, as adopted and revised from time to time by the University's Board of Trustees, or when the University has received one-fourth of the value of the gift that established the endowed fund, whichever is greater. The Foundation will then work with the University's Finance division to convert the endowed fund to distribution status.
- C. A request for early conversion of an endowed fund from reinvestment to distribution that does not meet the threshold set in paragraph VI. B. above may be submitted to the Foundation, who will, in consultation with the President and the Board of Trustees, determine whether to grant the request.

VII. **Naming Approval and Timing of Naming Activation**

- A. The Foundation manages the naming approval process, in consultation with the President, as appropriate.
- B. Name approval may not be granted until the proposed name is known. If the donor does not wish to select the name to be applied when the gift is made, the University may accept the gift, with the name determined later, subject to the terms of approval outlined in this policy.
- C. For binding, irrevocable gifts, a name may go into effect before the gift is paid in full, at the discretion of the Foundation, in consultation with the President.
- D. For non-binding, revocable gifts, a name will not be activated until the gift is received.

VIII. **Donor Recognition**

- A. The University places great value on recognizing and showing appreciation to donors for their generosity. Therefore, in addition to providing naming rights for eligible gifts, other methods of recognition may be applied, such as those outlined below. It is highly important that recognition be equitable and consistent based on gift type, amount, and designation, and that it adhere to established University standards.
- B. Physical Recognition:
 1. Gifts to name a physical entity or college, school, department, center, or institute will typically be recognized via signage, plaques, displays, or other physical installations.
 2. The nature and attributes of the physical recognition will be: commensurate to the level and type of gift; designed in accordance with University standards; and aligned with the features of the intended placement location.
 3. Corporate or organization logos may not be incorporated into recognition signage without approval of the University, in consultation with the President and the Board of Trustees.
 4. Physical donor recognition items must be approved by the donor and appropriate University representatives prior to production and installation, and may not be installed until the terms outlined in this policy have been met.
- C. Other Recognition:
 1. Naming gift donors may also be recognized via other means (e.g., events and media announcements), corresponding with the type, amount, and purpose of the gift.

IX. Duration of Naming

- A. Naming is generally granted for the useful life of the entity unless otherwise specified in the gift agreement (and subject to the terms of revocation as set forth in this policy).
- B. For current-use gifts, naming terms, including duration, shall be set forth in writing by the Foundation in consultation with the University and donor.
- C. If circumstances change so that the purpose for which the named entity was established is or needs to be significantly altered, is no longer needed/ceases to exist, or if a physical entity is replaced, significantly renovated or no longer habitable, the Foundation in consultation with the University will consult with the donor if possible, or the donor's estate, if practicable, to determine an appropriate way to recognize the original naming gift.

X. Revocation of Naming

- A. The University may revoke a naming if any of the following conditions occurs:
 - 1. The pledge obligation is unfulfilled and/or written off (if partial funding was received that is sufficient for an alternative naming opportunity, the terms of this policy shall govern any renegotiation for a suitable naming).
 - 2. The University determines that its association with the donor will materially damage the reputation of the University.
 - 3. A change in family or organizational circumstances causes the donor or other affected individual(s)/organization(s) to request a name change or revocation.
- B. Revocation decisions shall be made by the President and the Board of Trustees based on the recommendation of the Foundation.
- C. The Foundation in consultation with the University shall make all reasonable efforts to inform the original donor or the donor's heirs/designees in advance of any revocation or change.

XI. Special Circumstances and Exceptions

Any special circumstances or requests for exceptions must be referred to the Foundation, who will determine the course of action, which may include consultation with the President and the Board of Trustees.

Procedures

- 1. The University and/or the Foundation will consult with the President and the Board of Trustees about naming opportunities in accord in this policy and as each deems appropriate.
- 2. If the naming opportunity involves physical space, the Foundation will consult with facilities about signage feasibility.
- 3. Foundation executes gift agreement with the donor, which details the donor's recognition for the gift.
- 4. If signage is involved, the Foundation, in consultation with the President and the Board of Trustees, will collaborate with facilities who will be responsible for the design, purchasing and installation of the signage.

Violations

The University or the Foundation in consultation with the President and the Board of Trustees will address any violations of this policy, which may include consultation with the donor and revocation of naming opportunity.

Related Policies and Documents

Gift Agreement Template

Responsibility

Executive Director, NJCU Foundation

Contact for Questions

Executive Director, NJCU Foundation

foundation@njcu.edu

UNIVERSITY MISSION COMMITTEE

Interim Vice President for Enrollment Management Mr. Ben Rohdin provided an overview on University enrollment, market trends, and incoming student profile gains.

V. OLD BUSINESS

The following individual requested to speak at the public session of the board and were called forward by Mr. Acebo:

AFT Local President Barbara Hildner addressed the Board noting and commending a culture of collaboration that helps weather the University's financial and enrollment challenges. Mr. Acebo responded, with permission from the Chair and President. He noted that the University must ensure that we meet our institutional mission and that we must do so with a spirit of shared responsibility that is worthy of our MSI/HSI status. Mr. Acebo further thanked Professor Hildner's personal efforts to promote good faith collaboration on campus.

NEXT MEETING

The next Board meeting will be held on April 25, 2022. Mr. Jacobson made a motion for the board to move into executive session prior to the public session in order to discuss confidential personnel matters and contractual matters. The motion was seconded by Mr. Lejnieks (Yes-Mr. Scott, Mr. Halley, Mr. Jacobson, Mr. Lejnieks, Dr. Trowell-Harris, Mr. Visconti, Dr. Whittaker; No-None; Abstention- None). The motion passed. The minutes of the executive session will become available to the public when there is no longer a need for confidentiality regarding these matters.

ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 4:05 P.M.

Respectfully submitted,

Andrés Acebo
Chief of Staff and Secretary to the Board of Trustees