

**New Jersey City University
Board of Trustees
April 26, 2021**

Public Session

ATTENDING:

Mr. Rafael Perez
Dr. Steven Chang
Ms. Nermeen Girgis, *student trustee*
Mr. Thyquel Halley, *student trustee non-voting*
Mr. James Jacobson
Mr. Carlos Lejnieks
Mr. Vij Pawar
Mr. Joseph Scott
Dr. Irene Trowell-Harris
Mr. Luke Visconti
Dr. Edward Whittaker
Dr. Sue Henderson, *ex officio*
Mr. Andrés Acebo, Interim Chief of Staff and Secretary to the Board of Trustees

ABSENT:

Mr. Edward Fowlkes

The meeting was called to order at 5:35 PM via ZOOM by Mr. Perez.

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 April 22, 2021. Notice of this meeting was also posted on the University's email system and website.

MINUTES

Mr. Perez requested a motion to approve the Minutes from the February 22, 2021 Board Meeting. The motion was moved by Dr. Whittaker and seconded by Mr. Jacobson. (Yes-Mr. Perez, Dr. Chang, Ms. Girgis, Mr. Lejnieks, Mr. Scott, Dr. Trowell-Harris, Mr. Visconti; No-None; Abstention- Mr. Pawar, Mr. Halley). The motion passed.

CHAIR'S REPORT

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

Ricky Cruz (SGA President), William Calathes (AFT Grievance Chair), Barbara Hildner (AFT Local President), Max Herman (Interim Chair, Department of Sociology and Anthropology), Joel Katz (Professor, Media Arts Department), Joseph Moskowitz (Political Science), addressing the state of the university's budget and finances, and the proposed work of the rpk Group.

Mr. Cruz addressed the Board regarding concerns over tuition and fee increases.

Dr. Calathes addressed the board regarding pending AFT grievances and concerns involving rpk Group's engagement and collaboration with faculty and staff. Dr. Calathes requested that the remarks be included into the record and subsequently submitted his written remarks to the Board Secretary.

Mrs. Hildner addressed the Board on the AFT's university budget concerns and rpk Group's scope of engagement.

Dr. Herman addressed the Board on his concerns with rpk Group's consultant scope of review. He noted that he believed the methodology of the rpk study was severely limited and fundamentally flawed. He expressed concerns with the lack of faculty and student representation on the "rpk steering committee." Dr. Herman requested that his remarks be included into the record and subsequently submitted his written remarks to the Board Secretary.

Dr. Katz addressed the Board concerning the university's net budget position and bond rating. He further expressed concerns regarding the rpk Group's proposed scope of work. Dr. Katz requested that his remarks be included in the minutes and subsequently submitted his written remarks to the Board Secretary.

Dr. Moskowitz addressed the Board regarding his concerns over rpk Group's scope of work and anticipated findings and recommendations.

PRESIDENT'S REPORT

Dr. Henderson provided an update on the athletic programs, Center for the Arts programming and Fort Monmouth.

EXECUTIVE COMMITTEE

1. School of Business (FYI)

Mr. Perez discussed the School of Business Lease Amendment approved by the Executive Committee at its meeting on March 30, 2021.

**RESOLUTION OF THE BOARD OF TRUSTEES OF NEW
JERSEY CITY UNIVERSITY APPROVING AND
AUTHORIZING AMENDMENT OF THE LEASE
PERTAINING THE SCHOOL OF BUSINESS TO ALLOW
FOR EXPANSION OF THE PREMISES OF THE
SCHOOL OF BUSINESS**

WHEREAS, State universities are empowered to lease, use, and operate property whether real or personal or mixed where necessary or desirable for university purposes, N.J.S.A. 18A:64-6 q.; and

WHEREAS, M-C Plaza II & III L.L.C. and New Jersey City University entered into a lease dated December 19, 2014 as amended by a First Amendment to the Lease dated July 14, 2017 for the university's School of Business; and

WHEREAS, The expansion of the space occupied by the School of Business is necessary to accommodate programmatic and mission related developments; and

WHEREAS, The additional space necessitates a further amendment of the lease as amended by a First Amendment to the lease.

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

That the President, the Vice President and Chief Operating Officer, the Vice President and Chief Financial Officer, and such other designees determined by the President are hereby authorized to continue and complete the negotiation and finalization of a Second Amendment to lease for execution in a form substantially consistent with the terms shared this day with the Executive Committee of the Board of Trustees and subject to the approval of University Counsel as to form.

Secretary to the Board of Trustees

2. Personnel Matters

Mr. Perez made a motion on behalf of the Executive Committee to approve the action items which included Faculty and Staff Personnel Actions: Faculty Promotions, Librarian Promotions, Professional Staff Promotions, Professor Emerita Recommendation, Sabbatical Leaves, Reappointment, and New Hires: Faculty, Managerial and Professional Staff. The motion was seconded by Mr. Scott. (Yes- Dr. Chang, Ms. Girgis, Mr. Jacobson, Mr. Lejnieks, Mr. Pawar, Dr. Trowell-Harris, Mr. Visconti, Dr. Whittaker; No-None; Abstention-Thyquell Halley). The motion passed.

Faculty Promotions

Promotion to Rank Effective: September 1, 2021

To Professor

1. Dr. Christine Harrington
Associate Professor
Educational Leadership

To Associate Professor

1. Dr. Andrew Bossie
Assistant Professor
Economics
2. Dr. Gunhan Caglayan
Assistant Professor
Mathematics
3. Dr. Amit Jayant Mokashi
Assistant Professor
Management
4. Dr. Virginia J. Ochoa-Winemiller
Assistant Professor
Latin American Studies
5. Dr. Yufeng Wei
Assistant Professor
Chemistry

Librarian Promotions

Promotion Effective: July 1, 2021

1. Min Chou
From: Librarian 1
To: Assistant Director

Professional Staff Promotions

Promotion Effective: July 1, 2021

1. Rose Marie Distefano
Professional Services Specialist 3
University Advisement
2. Tricia Koufodontis
Professional Services Specialist 3
Child Care Center
3. Ruth Ortiz
Professional Services Specialist 1
Dean, School of Business

Professor Emerita

1. Dr. Ellen Gruber Garvey
English
Retired: July 1, 2019

Sabbatical Leaves (Fall 2021)

1. Dr. Jacqueline Ellis, Women's Studies
2. Dr. Muriel Rand, Early Childhood Education
3. Dr. Ann E. Wallace, English

Reappointments

Professional Staff for Annual Reappointment Consideration (July 1, 2021 to June 30, 2022)

1. Jacqueline Mattiello, Professional Services Specialist 4, Nursing

New Hires

Faculty Regular Appointments

1. Michael Sparrow, Associate Professor
College of Education- Educational Leadership
Effective: 9/1/2021

Managerial Regular Appointments

1. Aimee Rousseau, Associate Council
President's Office
Effective: 4/12/2021

Professional Staff Regular Appointments

1. Maryanne Bedford, Assistant Director of Admissions for FT Monmouth (Assistant Director 2)
Admissions
Effective: 4/26/2021
2. Charles Diggs, Counselor (PSSIV)
Pre College Programs- Dean of Students
Effective: 3/29/2021

3. Paola Martinez, Academic Advisor (PSSIII)
University Advisement Center
Effective: 5/10/2021
4. John Sellino, Assistant Director of Admissions for FT Monmouth (Assistant Director 2)
Admissions
Effective: 3/29/2021
5. Ebony White, Counselor (PSSIV)
Pre-College Programs- Dean of Students
Effective: 3/29/2021

Professional Staff Temporary Appointments

1. Jennifer Rak, Program Assistant HIS Stem Grant (PSSIV)
Biology
Effective: 4/19/2021

Temporary to Permanent Appointments

1. Linda Geoghegan, Associate Director for Enrollment Systems & Leveraging
Enrollment Management
Effective: 3/22/2021
2. Francis Laing, Soar Communications Campaign Manager
SOARS- VP of Student Affairs
Effective: 3/8/2021
3. Geraldine Lopez, Academic Advisor (PSSIV)
University Advisement Center
Effective: 3/15/2021
4. Karla Mejia, Head Athletic Trainer (PSSIII)
Athletics
Effective: 3/1/2021
5. Crystal Villavert, Academic Advisor (PSSIV)
University Advisement Center
Effective: 3/15/2021

Salary Adjustments

1. Ronald Hurley, AVP Public Safety & Deputy Chief of Staff

Public Safety
Effective: 4/5/2021

2. Marva Williams-Wade, Senior Professional Administrator
Office of Institutional Effectiveness
Effective: 12/1/2020

Note:

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

3. Recruitment and Retention Human Resources Program

Mr. Perez made a motion for the Resolution to Approve the Recruitment and Retention Human Resources Program. The motion was seconded by Mr. Jacobson. (Yes- Dr. Chang, Ms. Girgis, Mr. Lejnieks, Mr. Pawar, Mr. Scott, Dr. Trowell-Harris, Mr. Visconti, Dr. Whittaker; No-None; Abstention-Thyquel Halley). The motion passed.

RESOLUTION OF THE BOARD OF TRUSTEES OF NEW JERSEY CITY UNIVERSITY APPROVING THE ESTABLISHMENT OF A RECRUITMENT AND RETENTION PROGRAM IN THE UNIVERSITY HUMAN RESOURCES DEPARTMENT

WHEREAS, The University has a responsibility recruit, employ, and retain the human resources needed to operate the institution in order to implement its mission; and

WHEREAS, The University does not presently have a mechanism to provide disability and/or life insurance benefits to candidates for or incumbents in management positions who are not eligible to enroll in the Alternate Benefits Program (“ABP”); and

WHEREAS, The University does not presently have a mechanism to provide for managers to maintain their vacation leave entitlement at least at the level they had achieved in their immediately preceding classified position, the absence of which is an impediment to senior classified staff giving consideration to opportunities in management; and

WHEREAS, The establishment of a program that permits the President to offer and make provision for disability and/or life insurance to candidates for or incumbents in key senior management positions that are comparable to such benefits for other managers in ABP will enhance the University’s competitiveness in the recruitment, employment, and retention of senior level administrators mission critical for the necessary and appropriate operation and administration of the University; and

WHEREAS, A program that removes the structural barrier the difference between

managerial and classified vacation allotments presents is in the interest of the University in broadening the internal talent pool and in supporting staff mobility, realization of career aspirations, and equal opportunity.

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

The University shall establish in the Human Resources Department a program to enhance the University's resources for the recruitment and retention of senior administrators and to remove the vacation leave impediment where applicable for future managers whose immediately preceding position in the University was in the classified service consistent with the guidelines appended hereto.

Date: April 26, 2021

Secretary to the Board of Trustees

UNIVERSITY MISSION COMMITTEE

Dr. Whittaker gave the report for the Mission Committee. He made a motion to approve the items as noted in the board book, which include the following:

1. New degree program Undergraduate: **Bachelor Degree of Social Work**
2. Degree Designation Change: **Music Education Major from Bachelor of Arts (BA) to Bachelor of Music (BM)**
3. Honorary Degrees:
 - a. New Jersey City University recognizes Kenneth I. Chenault the Honorary Degree of Doctorate Laws
 - b. New Jersey City University recognizes Jack Ford the Honorary Degree of Doctorate of Letters

The motion was seconded by Mr. Jacobson. (Yes- Dr. Chang, Ms. Girgis, Mr. Lejniaks, Mr. Pawar, Mr. Perez, Mr. Scott, Dr. Trowell-Harris, Mr. Visconti; No-None; Abstention-Thyquell Halley). The motion passed.



New Jersey City University

William J Maxwell College of Arts & Sciences

Bachelor of Social Work

WHEREAS:

The Department of Sociology and Anthropology in the William J Maxwell College of Arts & Sciences at New Jersey City University has proposed an academic degree program in Bachelor of Social Work; and

- WHEREAS:** The program will prepare students for generalist social work practice with individuals, families, groups, organizations, and communities. The program emphasizes social justice for underserved and/or vulnerable populations; and
- WHEREAS:** Students who obtain the Bachelor of Social degree may apply for a Certification in Social Work with the State of New Jersey. The program focuses on the acquisition of knowledge, skills, values, critical thinking, and self-reflection. Students leave social work training equipped for paid work; and
- WHEREAS:** The program proposal has met all the reviews: the Department of Sociology and Anthropology; the College of Art and Sciences Curriculum Committee; the Senate Curriculum and Instruction Committee; the Senate Planning, Development and Budget Committee; and academic officers of the University and all notice requirements; and
- WHEREAS:** The University Mission Committee of the Board of Trustees has reviewed the program proposal and adds its endorsement; be it therefore
- RESOLVED:** That the Board of Trustees of New Jersey City University on this 26th day of April 2021 hereby approves the proposal to offer the Bachelor of Social Work.

New Jersey City University

William J Maxwell College of Arts & Sciences

CHANGE OF DESIGNATION FOR THE MUSIC EDUCATION MAJOR FROM BACHELOR OF ARTS (BA) TO BACHELOR OF MUSIC (BM)

- Whereas: The Caroline L. Guarini Department of Music, Dance and Theatre in the William J Maxwell College of Arts & Sciences at New Jersey City University has proposed to change of designation for the music education major from Bachelor of Arts (BA) to Bachelor of Music (BM), and;
- Whereas: The BM is the professional degree associated with Music Education and will serve our students better in their job searches, and;
- Whereas: The BM is the professional degree, and this change of designation is to align what we are offering with what is described by our accrediting body (The National Association of Music Schools); and

- Whereas: The proposal was reviewed and approved by the Department of Music Dance and Theater; the College of Art and Sciences Curriculum Committee; the Senate Graduate Studies Committee; the Senate Planning, Development, and Budget Committee; and academic officers of the University and all notice requirements; and
- Whereas: The University Mission Committee of the Board of Trustees has reviewed the program proposal and adds its endorsement; be it therefore
- Whereas: That the Board of Trustees of New Jersey City University on this 26th day of April 2021 hereby approves to change of designation for the music education major from Bachelor of Arts (BA) to Bachelor of Music (BM).

**RESOLUTION APPROVING AWARDING OF HONORARY
DEGREES TO
KENNETH I. CHENAULT AND JACK FORD**

WHEREAS by awarding honorary degrees, New Jersey City University recognizes outstanding individuals whose accomplishments are of such excellence that they provide inspiration to our graduates, and

WHEREAS the following individuals have displayed the level of exemplary achievement deemed worthy of the singular recognition conveyed by the conferral of an honorary degree by the university, namely:

Kenneth I. Chenault is currently the Chairman and a Managing Director of the venture capital firm, General Catalyst. He serves on several boards with some connected to nonprofit organizations. Mr. Chenault worked at American Express for 37 years serving as Director of Strategic Planning, Vice Chairman and President and Chief Operating Officer and Chairman and Chief Executive Officer. Under his leadership at American Express, he built one of the world's largest customer loyalty programs and earned global recognition as a leader in customer service.

Jack Ford is currently a host of "Metro Focus" on PBS (WNET-New York) and most recently a CBS News Correspondent for "60 Minutes Sports". He is known as an Award-winning journalist, respected educator, documentary producer, prominent trial attorney and author. Prior to his journalism career, Mr. Ford was a prosecutor in New Jersey before entering private practice. He has been recognized for his professional accomplishments and his extensive public service work.

NOW THEREFORE BE IT RESOLVED that New Jersey City University will confer upon **Kenneth I. Chenault** the Honorary Degree of Doctorate of Laws, and upon **Jack Ford** the Honorary Degree of Doctorate of Letters, at the June 15, 2021, New Jersey City University Commencement Ceremony at the Prudential Center in Newark, New Jersey.

NEXT MEETING

The next Board meeting will be held on June 28, 2021. Mr. Perez 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 minutes of the executive session will become available to the public when there is no longer a need for confidentiality regarding these matters. The motion was seconded by Mr. Visconti (Yes- Dr. Chang, Ms. Girgis, Mr. Jacobson, Mr. Lejnieks, Mr. Pawar, Mr. Scott, Dr. Trowell-Harris, Dr. Whittaker; No-None; Abstention-Thyquel Halley). The motion passed.

ADJOURNMENT

There being no further business to come before the Board, Mr. Perez requested a motion to adjourn the meeting. The motion was moved by Mr. Jacobson and seconded by Mr. Visconti. (Yes- Dr. Chang, Ms. Girgis, Mr. Lejnieks, Mr. Pawar, Mr. Perez, Mr. Scott, Dr. Trowell-Harris, Dr. Whittaker; No-None; Abstention-Thyquel Halley). The motion passed. The meeting was adjourned.

Respectfully submitted,

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