

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

**Friday, November 22, 2013**

The meeting was called to order at 9:00 a.m. in the College Hall Board Room.

BOARD MEMBERS PRESENT: Ms. Conway, Mr. Gruel, Mr. Guarasci (via Webex), Ms. Mascolo, Ms. Niro (via Webex), , Dr. Pruitt, , Ms. Zastocki, President Waldron

ABSENT: Mr. Pesce, Ms. Weinbaum

OTHERS PRESENT:

Provost and Senior Vice President Sandmann, Vice President Bolyai, Vice President Cohen, Vice President Ferguson, Vice President Martone, Executive Director DeDeo, Chief of Staff Seal, General Counsel Jones, Mrs. Santaniello, Mrs. Barone, administrators, faculty, and others.

ANNOUNCEMENT CONCERNING ADEQUATE NOTICE OF MEETING:

In accordance with the "Open Public Meetings Act," the Chairperson publicly announced and had entered into the minutes that "adequate notice" of this meeting was provided. In compliance with the Statute, this notice was posted 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:

11-13-1 - RESOLUTION, TO MOVE INTO EXECUTIVE SESSION (Appendix 1)

The resolution was unanimously adopted.

At approximately 10:45 a.m., the Public Session resumed.

APPROVAL OF MINUTES, SEPTEMBER 27, 2013 BOARD OF TRUSTEES MEETING AND  
OCTOBER 4, 2013 BOARD RETREAT:

The minutes of the September 27, 2013 Board meeting and the October 4, 2013 Board Retreat were approved as distributed.

CHAIR'S REPORT:

Mr. Gruel welcomed everyone. He commended VP John Martone for his eleven years of service to the University and its students and thanked him for his leadership, the department he built and the staff he recruited and mentored. Mr. Gruel said VP Martone is leaving a legacy of engagement and collaboration and putting students at the core of all we do. Mr. Gruel read a resolution honoring VP Martone for his exemplary service. President Waldron added her thanks and commendation to VP Martone.

It was moved and seconded to adopt the following resolution:

11-13-8- RESOLUTION, IN RECOGNITION OF EXEMPLARY SERVICE,  
DR. JOHN MARTONE (Appendix 8)

The resolution was unanimously adopted.

Mr. Gruel reported on the trip to China that he and President Waldron made in October to participate in the 60<sup>th</sup> Anniversary celebration of Zhejiang University of Technology in Hangzhou. We have a ten year relationship with ZJUT and President Waldron was able to reaffirm our commitment to the programs between the Cotsakos College of Business and ZJUT. She was also able to discuss additional collaborations for consideration. President Waldron presented at the symposium for Presidents on international education. Additionally Mr. Gruel and President Waldron visited the new campus of Zhijiang College, a division of ZJUT.

PRESIDENT'S REPORT:

President Waldron narrated a presentation of her trip to China with Mr. Gruel, to participate in the 60<sup>th</sup> Anniversary of Zhejiang University of Technology, and to present at an international symposium for Presidents on promoting international education.

President Waldron briefly spoke about the many events and accomplishments in October and November, including the nationally televised Gubernatorial Debate hosted at WPU on October 11, 2013; the annual Veterans' Day Luncheon for student and staff veterans, the first Retiree Luncheon, and the opening of the newly upgraded television studios. President Waldron prepared a detailed written report which will be made part of the minutes.

Professor Loretta McLaughlin Vignier introduced communication student, Ryan Burns, who was part of a team of students who made a video of a news broadcast for the opening of the studio, utilizing the new high definition studio equipment. The Board viewed the video and gave a round of applause for the students' very professional production.

GOVERNMENT AND COMMUNITY AFFAIRS REPORT:

Mr. DeDeo reported on activity on state Senate legislation S1160 which revises the state and county college tenure act, and S2965 which creates the college affordability study commission which will look at the concept of pay forward, pay back. At the federal level, hearings have begun on the reauthorization of the Higher Education Act. A written report was prepared and it is made a part of the minutes.

FINANCE, AUDIT AND INSTITUTIONAL DEVELOPMENT COMMITTEE REPORT:

Ms. Niro reported that the Finance, Audit and Institutional Development Committee met on November 6, 2013. The Committee met privately, prior to the full meeting, with Internal Auditor, Jeffrey Floyd. The FY2013 External Audit Report was presented to the Committee. VP Ferguson reported on the activities of the Institutional Advancement Division. AVP Winslow presented the FY2015 operating budget request.

Ms. Andrea Caladie, partner at ParenteBeard, LLC reported to the Board on the FY2013 audit findings. Ms. Caladie said an unmodified opinion was rendered.

It was moved and seconded to adopt the following resolution:

11-13-2- RESOLUTION, EXTERNAL AUDIT FISCAL YEAR 2013 (Appendix 2)

The resolution was unanimously adopted.

It was moved and seconded to adopt the following resolution:

11-13-3 – RESOLUTION, FISCAL YEAR 2015 OPERATING BUDGET REQUEST- (Appendix 3)

The resolution was unanimously adopted.

It was moved and seconded to adopt the following resolution:

11-13-4- RESOLUTION, BID WAIVER, LAKELAND BANK – (Appendix 4)

The resolution was unanimously adopted.

It was moved and seconded to adopt the following resolution:

11-13-5- RESOLUTION, BID WAIVER, PROCUREMENT OF LEGAL SERVICES – STATE OF NEW JERSEY, DIVISION OF LAW - (Appendix 5)

The resolution was unanimously adopted.

EDUCATIONAL POLICY AND STUDENT DEVELOPMENT COMMITTEE REPORT:

Ms. Conway reported for Mr. Pesce. The Committee met on November 5, 2013. The meeting focused on student enrollment and retention. VP Cohen presented the 2014 enrollment report. The Committee requested an analysis of the major driving forces that caused the disparity in WPU graduation rates as compared to our competitors. A presentation on the delivery of online courses was provided by Provost Sandmann and Dr. Sandra Miller.

It was moved and seconded to adopt the following resolution:

11-13-6- RESOLUTION, CONFERRING OF DEGREES - (Appendix 6)

The resolution was unanimously adopted.

PERSONNEL AND COMPENSATION COMMITTEE REPORT:

Dr. Pruitt reported that the Personnel and Compensation Committee met on November 7, 2013 and discussed various personnel matters. The following resolution was recommended for approval by the Board:

It was moved and seconded to adopt the following resolution:

11-13-7- RESOLUTION, VARIOUS PERSONNEL MATTERS (CONSENT AGENDA)  
(Appendix 7)

It was moved and seconded to adopt the following resolution:

11-13-9- RESOLUTION, PRESIDENTIAL COMPENSATION – (Appendix 9)

The resolution was unanimously adopted.

The Board offered their support and praise of President Waldron's performance and applauded all that she has accomplished in the last three years.

NOMINATIONS AND GOVERNANCE COMMITTEE REPORT:

Ms. Conway reported that the Committee met on November 5, 2013. They discussed the progress on the applications of two nominees, who hopefully will be appointed in the near future. Two other possible candidates are being considered by the Committee and consensus has been reached on one of the candidates.

OTHER BUSINESS:

There being no further business, Mr. Gruel made a motion to adjourn the meeting. It was moved and seconded and the meeting adjourned at 12:00 noon.

Respectfully submitted,



Donna Santaniello  
Assistant to the President

11/22/13

Appendix 1  
Minutes of the  
November 22, 2013  
Board Meeting

**11-13-1                    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.

**11-13-2**

**RESOLUTION, EXTERNAL AUDIT – FISCAL YEAR 2013**

RESOLVED:

That the Board of Trustees of William Paterson University accepts the audit of the University Statements of Net Assets; Statements of Revenues, Expenses and Changes in Net Assets; and Statements of Cash Flows for the period July 1, 2012 through June 30, 2013 as presented by the independent auditor, ParenteBeard LLC.

11-13-3

**RESOLUTION, FISCAL YEAR 2015 OPERATING BUDGET  
REQUEST**

RESOLVED: That the Board of Trustees of William Paterson University approves the FY 2015 Budget Request for transmittal to the Department of Treasury for the support of 8,048 undergraduate FTEs and 651 graduate FTEs, for a total of 8,699 FTEs consisting of the following components:

	(000)
Base State Appropriation	\$ 32,748
State Fringe Benefits	33,699
Priority Budget Request	4,000
Tuition and Other Fees Income*	91,729
Auxiliary Income	24,884
External Grants	<u>39,097</u>
Total	\$226,157

\*Based on FY 2014 tuition and fee rates.

**11-13-4                      RESOLUTION, BID WAIVER, LAKELAND BANK**

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 contracts in excess of \$32,100, 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 the State College Contracts Law, N.J.S.A. 18A:64-79, permits multi-year contracts up to five years, and

WHEREAS:                      The University publicly advertised and received bids from several banks in May of 2009 for a three-year contract expiring in Fiscal Year 2013 and has determined that it is in its best interest to extend the current banking services contract for an additional three and a half years, and

WHEREAS:                      The Vice President for Administration and Finance has certified that there are sufficient budgeted funds available, consisting of interest earnings, to pay the expense authorized, and that the process employed in recommending this action complies with all applicable statutes and regulations, and

WHEREAS:                      The Finance, Audit and Institutional Development Committee recommends that the Board of Trustees approves the extension of this contract herein, therefore, be it

RESOLVED:                      By the Board of Trustees that the University President or her designee be authorized to enter into an extension contract with Lakeland Bank, Oak Ridge, New Jersey, through Fiscal Year 2017.



**11-13-5**

**RESOLUTION, BID WAIVER, PROCUREMENT OF LEGAL SERVICES - STATE OF NEW JERSEY, DIVISION OF LAW**

RESOLVED:

That pursuant to Subsection 5.b. of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or her designee to contract with the State of New Jersey, Division of Law for the provision of legal services to the University. The cost is not to exceed \$92,244 for the period July 1, 2013 through June 30, 2014.

**11-13-6**

**RESOLUTION, CONFERRING OF DEGREES**

RESOLVED: That the Board of Trustees of The William Paterson University of New Jersey approves the conferring of degrees for January 2014 in accordance with the certification of the President. The record of each individual's name and the degree conferred shall be included in the minutes of this meeting.

11-13-7

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

RESOLVED: That the Board of Trustees approves the various personnel matters as recommended by the President including 2013-2014 3<sup>rd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> year reappointments, fall 2013 new tenure track faculty, fall 2013 adjunct and overload appointments and miscellaneous personnel actions including appointments, leaves of absence, resignations, and various changes in employee status, and directs that the actions be listed in the minutes of this meeting.

**11-13-7**

**RESOLUTION, VARIOUS PERSONNEL MATTERS**

RESOLVED:

That the Board of Trustees approves the various personnel matters as recommended by the President including 2013-2014 3<sup>rd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> year reappointments, fall 2013 new tenure track faculty, fall 2013 adjunct and overload appointments and miscellaneous personnel actions including appointments, leaves of absence, resignations, and various changes in employee status, and directs that the actions be listed in the minutes of this meeting.

**To: Personnel and Compensation Committee**  
**From: Robert Seal**  
**Chief of Staff to the President and Board of Trustees**  
**Subj: Reappointment of Faculty and Staff in Third, Fourth, and Fifth Years of Service**  
**Date: October 31, 2013**

Below is a summary of the reappointments of faculty in their third, fourth, and fifth years of service. Faculty candidates in the fifth year of service who are recommended will be awarded tenure on September 1, 2014, in accordance with the NJ tenure statute.

According to the AFT Contract, President Waldron must notify all candidates of her intention to reappoint or not to reappoint by October 31, 2013.

Candidates being recommended for reappointment will come before the Board for affirmation at the November 22, 2013 Board Meeting. Candidates not being recommended for reappointment are given, by contract, the right to appeal, first to the President (by November 20, 2013) and then to the Board of Trustees (by November 27, 2013), with a final decision rendered by December 21, 2013. Therefore, for purposes of this summary, negative recommendations are provided for information only, as the recommendation may be overturned after this Committee meeting.

We will apprise this Committee of any changes in reappointments based on appeal.

**Third Year Reappointments**

There are 16 candidates eligible for reappointment; all are being recommended for reappointment.

<b>Reappointed 16</b>			<b>Not Reappointed 0</b>	
Gender	Female = 14		Gender	Female = 0
	Male = 2			Male = 0
Ethnicity	African American = 1		Ethnicity	African American = 0
	Hispanic = 0			Hispanic = 0
	Asian = 0			Asian = 0
	White = 12			White = 0
	Unknown = 1			
	Non-Resident Alien = 2			Non-Resident Alien = 0

**Fourth Year Reappointments**

There are 16 candidates eligible for reappointment. One candidate is not being recommended for reappointment.

<b>Reappointed 15</b>			<b>Not Reappointed 1</b>	
Gender	Female = 9		Gender	Female = 1
	Male = 6			Male = 0
Ethnicity	African American = 0		Ethnicity	African American = 0
	Hispanic = 1			Hispanic = 0
	Asian = 3			Asian = 0
	White = 9			White = 1
	Non-Resident Alien = 2			Non-Resident Alien = 0

**Fifth Year Reappointments – Tenure Decision**

There are 3 candidates eligible for reappointment; all candidates are being recommended for reappointment and tenure.

<b>Reappointed 3</b>			<b>Not Reappointed 0</b>	
Gender	Female = 2		Gender	Female = 0
	Male = 1			Male = 0
Ethnicity	African American = 0		Ethnicity	African American = 0
	Hispanic = 1			Hispanic = 0
	Asian = 0			Asian = 0
	White = 2			White = 0
	Non-Resident Alien = 0			Non-Resident Alien = 0

**Staff Reappointments**

Twenty-one professional staff members in their third or fourth year in title are recommended for reappointment. Upon Board approval, these staff will be appointed into one-year contracts. Five professional staff members in their fifth year in title are recommended for reappointment. Upon Board approval, these staff will be appointed into a three-year contract.

<b>Reappointed 26</b>	
Gender	Female = 17
	Male = 9
Ethnicity	African American = 1
	Hispanic = 8
	Asian = 2
	White = 15
	Non-Resident Alien = 0

### **New Tenure Track Faculty**

For Fall 2013, the University welcomed 18 new tenure-track faculty. The gender and ethnic breakdown is presented below; bios for the new faculty are attached.

<b>New Tenure-Track Faculty n=18</b>	
Gender	Female = 11
	Male = 7
Ethnicity	African American = 3
	Hispanic = 0
	Asian = 4
	White = 11
	Non-Resident Alien = 0

## **FACULTY REAPPOINTMENTS**

RESOLVED: That the Board of Trustees approves the reappointments of faculty members for the academic year 2014-2015 and directs the President of the University to send appropriate notification.

### For One-Year Reappointments September 1, 2014 – June 30, 2015

Jorge Arevalo, Assistant Professor, Marketing and Management Sciences

Valeriya Avdeev, Assistant Professor, Accounting and Law

Corey Basch, Assistant Professor, Public Health

Elizabeth Brown, Assistant Professor, Elementary and Early Childhood Education

Anthony Bundy, Assistant Professor, Educational Leadership and Professional Studies

Karen Decker, Instructor, Special Education and Counseling

Racine Emmons Hindelong, Assistant Professor, Kinesiology

Laura Fattal, Assistant Professor, Elementary and Early Childhood Education

Shan Feng, Assistant Professor, Marketing and Management Sciences

Bela Florenthal, Assistant Professor, Marketing and Management Sciences

Michael Gordon, Assistant Professor, Psychology

Cheryl Hollema, Assistant Professor, Nursing

Mihaela Jitianu, Assistant Professor, Chemistry

Prabakar Kothandaraman, Associate Professor, Professional Sales

Maria Kromidas, Assistant Professor, Anthropology

Toni LaSala, Instructor, Kinesiology

Natalie Lindemann, Assistant Professor, Psychology

John Malindretos, Associate Professor, Economics, Finance and Global Business

Sue Mankiw, Assistant Professor, Elementary and Early Childhood Education\*

Brenda Marshall, Associate Professor, Nursing



For One-Year Reappointments September 1, 2014 – June 30, 2015 (Cont'd.)

Peter McGuinness, Assistant Professor, Music

Loretta McLaughlin Vignier, Assistant Professor, Communication\*

Jan Mohlman, Assistant Professor, Psychology

Christina Mouser, Assistant Professor, Mathematics

Jill Nocella, Assistant Professor, Nursing

Liane Robertson, Assistant Professor, English

Christopher Salerno, Assistant Professor, English

Jim Tsiamtsiouris, Assistant Professor, Communication Disorders and Sciences\*

Elizabeth VanDyk, Assistant Professor, Nursing

Maria Valentina Vega Veglio, Assistant Professor, Mathematics

Lisa Warner, Assistant Professor, Elementary and Early Childhood Education

Jason Wicke, Assistant Professor, Kinesiology

Kyung-Hyan Yoo, Assistant Professor, Communication

Deniz Yucel, Assistant Professor, Sociology

Ge Zhang, Assistant Professor, Economics, Finance and Global Business

\*Creates Tenure Status

**PROFESSIONAL STAFF REAPPOINTMENTS**

RESOLVED: That the Board of Trustees approves the reappointments of professional staff for the period July 1, 2014 – June 30, 2015 and for the period July 1, 2014 – June 30, 2017 and directs the President of the University to send appropriate notification.

For One-Year Reappointments July 1, 2014 – June 30, 2015

Daniel Baker, Admissions Counselor, Office of Undergraduate Admissions, (Prog. Asst., SC)

Tawana Cabezas, Assistant Director, Educational Opportunity Fund, (Asst. Dir. 2, SC)

Carlos Cano, Admissions Counselor, Office of Undergraduate Admissions, (Prog. Asst., SC)

Cesar Castro, Academic Advisor/Career Counselor, Career Development and Advisement Center, (Prof. Svcs. Spec. 2, SC)

Nancy Cooke, Simulation Coordinator, Department of Nursing, (Prog. Asst., SC, 10 Mos.) (Sept. 1-Jun. 30)\*

Michael DaSilva, Laboratory Technician, Department of Environmental Science, (Prof. Svcs. Spec. 4, SC)

Yanil DeLaRosa, Learning Services Coordinator, Center for Academic Support, (Prof. Svcs. Spec. 4, SC)

Luis Escobar, Coordinator of Retention and Degree Completion Initiatives, Center for Academic Support, (Asst. Dir. 3, SC)

Amy Falvo, Psychologist and Coordinator of Training, Counseling, Health and Wellness Center, (Prof. Svcs. Spec. 1, SC)

Elizabeth Fitzpatrick, Donor Relations Manager, Office of Development, (Asst. Dir. 3, SC),

Matthew James, Resident Director, Office of Residence Life, (Prog. Asst., SC)

For One-Year Reappointments July 1, 2014 – June 30, 2015 (cont'd)

Emily Johnsen, Assistant to the Director, Art Gallery, (Prog. Asst., SC)

Lisa Johnson, Associate Director Annual Giving, Office of Development, (Asst. Dir. 2, SC)

Alison Moquin, Head Athletic Trainer, Office of Athletics, (Prof. Svcs. Spec. 2, SC)

Caroline Murphy, Academic Advisor/Career Counselor, Career Development and Advisement Center, (Prof. Svcs. Spec. 2, SC)

Jaime Oyola, SGA Financial Manager, Student Government Association, (Asst. Dir. 2, SC)

Amber Pantiliano, Resident Director, Office of Residence Life, (Prog. Asst., SC)

Paulaska Ramirez, Assistant Director, Educational Opportunity Fund, (Asst. Dir. 3, SC)

Suresh Sahni, Chemistry Laboratory Technician, Department of Chemistry, (Prof. Svcs. Spec. 4, SC)

Fazia Sendak, Nurse Practitioner, Counseling, Health and Wellness Center, (Prof. Svcs. Spec. 1, SC)

Tristan Tosh, Assistant Director, Office of Campus Activities and Student Leadership, (Asst. Dir. 3, SC)

For Three-Year Reappointments - July 1, 2014 - June 30, 2017

Christina Aiello, Assistant Director, Office of Graduate Admissions and Enrollment Services, (Prof. Svcs. Spec. 3, SC)

Michelle DeMartino, Assistant Director, Office of Undergraduate Admissions, (Asst. Dir. 4, SC)

Johanna Fulgencio, Assistant Director, Certification Programs, Center for Continuing and Professional Education, (Asst. Dir.2, SC)

Victoria Jengo, Assistant Director, Campus Activities and Student Leadership, (Asst. Dir. 3, SC)

Olga Ricaldi, Assistant Director, Office of Financial Aid, (Asst. Dir. 4, SC)

\*For a period of time not to exceed 10 months per year

**William Paterson University  
Personnel Matters**

Personnel Action	Name	Position	Department	Range	Step	Salary	Effective Date
<b>APPOINTMENTS:</b>	Yelizaveta Adams	Assistant Director for Institutional Research, Assessment and Effectiveness Reporting (PSS1, SC)	Institutional Research and Assessment	U27	5	\$81,410.31	11/11/2013
	Mary Alice Barrows	Assistant Director, Career Development and Advisement Center (Asst. Dir. 3, SC)	Career Development and Advisement Center	U22	1	\$53,149.15	10/28/2013
	Judith Linder	Director, Major Gifts (Dir. 3, SC)	Institutional Advancement	D28		\$101,000.00	10/14/2013
	Joanne Murad	Program Services (Program Asst, SC, 1/2 Time, One Year Only)	Education (New Vistas Grant)	U17	4	\$23,946.80	10/29/13 - 6/30/14
	Margaret Renn	Director, Office of Field Experience (Dir. 4, SC)	Office of Field Experience	D26		\$76,000.00	10/21/2013
	Oren Shefet	Associate Director, Counseling, Health & Wellness (Assoc. Dir. 2, SC)	Counseling, Health & Wellness	D27		\$85,000.00	1/2/2014
	Caitlin Tuzzio	Assistant Director, Financial Aid (Asst. Dir. 4, SC)	Financial Aid	U20	2	\$50,616.28	10/21/2013
	Nancy Weiner	Assistant Director for Information and Research Services (Asst. Dir. Library)	Library	U31	6	\$103,082.75	1/1/2014
<b>LEAVES OF ABSENCES:</b>	Anita Barrow 3/4 Time Medical leave with pay**	Associate Professor	Anthropology	U26	12	\$100,154.02	9/3/13 - 12/18/13
	Paula Fernandez Medical leave with pay**	Assistant Professor	Sociology	U24	10	\$84,956.92	9/3/13 - 10/9/13
	Paula Fernandez Medical leave without pay**	Assistant Professor	Sociology	U24	10	\$84,956.92	10/10/13 - 12/20/13
	Ethan Jeros Medical leave with pay*	Assistant Football Coach (PSS4, SC)	Athletics	U15	10	\$54,748.27	9/30/13 - 11/1/13
	Chernoh Sesay Medical leave with pay**	Professor	Political Science	U33	12	\$140,905.50	9/16/13 - 11/2/13
	Louis Szucs Medical leave with pay*	Director, Payroll and Employee Benefits (Dir.2, SC)	Payroll and Employee Benefits	D30		\$115,200.00	10/1/13 - 10/30/13
	Ousseynou Traore Medical leave with pay **	Associate Professor	Africana World Studies	U26	12	\$100,154.02	9/3/2013 - 12/31/13
* Leave without pay after expiration of eligible sick leave and vacation time							
** Leave without pay after expiration of eligible sick leave							
<b>RESIGNATIONS:</b>	Aaron Garfinkel	Financial Aid Counselor (PSS4, SC)	Financial Aid	U18	4	\$50,280.95	10/18/2013
<b>RETIREMENTS:</b>	Barry Morganstern	Professor	Communication	U32	12	\$134,220.38	1/31/2014
<b>TERMINATIONS:</b>	Richard Fields	Chief Diversity Officer and Director, Employment Equity and Diversity (Dir. 2, SC)	Employment Equity and Diversity	D30		\$100,000.00	10/16/2013
<b>CHANGE IN FUNCTIONAL TITLE:</b>							
Nancy Norris-Bauer, Office of Field Experience, from Director, Office of Field Experience (Dir.1, SC) to Director, Professional Development and School Community Partnerships, (Dir 1, SC) effective 10/21/2013							
<b>CHANGE IN SALARY:</b>							
Ramzi Chabayta, Payroll and Employee Benefits, from Assoc Dir. 2, SC, D27, \$100,500.00 to Interim Director, (Dir. 2, SC), D30, \$110,500.00, effective 7/15/2013							
Yan Yu, Communication Disorders and Sciences, from Instructor, U21, \$68,346.39 to Assistant Professor, U24, \$70,313.47, recvd. Ph.D. effective 9/7/2013							
<b>CHANGE OF TITLE:</b>							
Francisco Diaz, Student Development, from Director 1, SC, (Asst VP for Campus Life) D32, \$122,700.00 to Associate Dean, (Assoc VP for Campus Life) D33, \$134,000.00, effective 9/21/2013							
Jill Guzman, Student Development, from Associate Director 2, SC, (Assoc. Dir. of Counseling, Health & Wellness) D27, \$104,000.00 to Director 2, SC, (Dir. Of Counseling, Health & Wellness) D30, \$113,500.00, effective 9/21/2013							
Eileen Lubeck, Student Development, from Director 2, SC, ( Dir. Of Counseling, Health & Wellness) D30, \$122,100.00 to Director 1, SC, (Exec. Dir. Of Student Development) D32, \$132,000.00, effective 9/21/2013							

FOR ACTION BY THE BOARD OF TRUSTEES AT THE November 22, 2013 MEETING

**William Paterson University  
Personnel Matters**

Personnel Action	Name	Position	Department	Range	Step	Salary	Effective Date
<b>CORRECTION TO RESIGNATION DATE:</b>							
	Benjamin Vilhauer, Philosophy, Associate Professor, effective 8/29/2013						

11-13-8

**RESOLUTION, IN RECOGNITION OF EXEMPLARY SERVICE, DR. JOHN MARTONE**

WHEREAS: Dr. John Martone has served the University for over 11 years as Associate Vice President and Dean of Students and Vice President for Student Development; and

WHEREAS: Dr. Martone assumed additional responsibilities by leading the University's Enrollment Management efforts for six years; and

WHEREAS: Dr. Martone made significant contributions to the University and to the Division of Student Development, including the implementation of programs emphasizing healthy choices for students such as Alcohol.edu, a comprehensive health and wellness model, and a Fitness Center in the Overlook Residence; and

WHEREAS: Dr. Martone was a strong advocate for the special needs of our students and instituted an Office of Veterans Affairs and Office of Commuter Services to address those needs; and

WHEREAS: Dr. Martone provided leadership and support for the University's athletic programs for the development of exemplary student athletes; and

WHEREAS: Dr. Martone served on numerous University-wide committees, including the President's Cabinet, providing leadership and good counsel to fellow committee members; therefore be it

**11-13-9 RESOLUTION, PRESIDENTIAL COMPENSATION**

WHEREAS: N.J.S.A. 18A:64-6 (g) authorizes State College / University Trustees to appoint the president and determine compensation, and

WHEREAS: The Executive Committee has completed its annual performance evaluation of the President, and is pleased with her performance, noting the continued implementation of the *Strategic Plan 2012-2022*; securing \$32 million in state bond appropriations for new facilities; the recruitment of 18 new faculty members and new executive administrative staff including the Provost and Senior Vice President and Dean of the College of the Arts and Communication; and increased visibility of the President and University in the region and state; and

WHEREAS: As a result of the performance evaluation, the Executive Committee has recommended to the Board of Trustees that the President's annual compensation be adjusted to reflect the attainment of the aforementioned goals, among others; therefore, be it

RESOLVED: That the annual salary of President Kathleen Waldron be increased to \$314,500 effective July 1, 2013, with other terms and conditions of employment remaining unchanged.