

Stockton University

BOARD OF TRUSTEES MEETING

WEDNESDAY, September 21, 2022

[AGENDA](#)

- I-20 Stockton University Foundation (*recommended for deletion*)
- VI-

**BOARD OF TRUSTEES
MINUTES OF RETREAT MEETING
JULY 19, 2022**

BOT Members Present	Ray Ciccone (<i>Chair</i>), Andy Dolce (<i>Vice Chair</i>), Nelida Valentin (<i>Secretary</i>), Nancy Davis, Collins Days, Mady Deininger, Stan Ellis, Sonia Gonsalves, Michelle Keates, Jose Lozano, Leo Schoffer, Meg Worthington and Harvey Kesselman (<i>President, Ex-Officio</i>)
Absent	n/a
Additional Guests	Susan Davenport, Brian Kowalski, Leamor Kahanov, Jennifer Potter, Don Hudson, and Bob Heinrich.
Item I	Call to Order

STOCKTON UNIVERSITY
BOARD OF TRUSTEES MEETING
OPEN PUBLIC MINUTES
Wednesday, July 20, 2022

**Finance and
Professional Services
Committee Report**

Trustee Ellis, Committee Chair, reported that the Finance and Professional Services Committee spent most of their meeting time covering the University's financial affairs for the current and upcoming fiscal year. He said the University was in good shape regarding the previous fiscal year and the year ahead.

He presented three items for Consent Agenda for the Board of Trustees' approval.

- A resolution for the proposed FY23 Operating and Capital Budget. The proposed operating budget is balanced and reflects revenue of \$258.7 million, which includes a 2% increase in tuition and fees and an increase in state appropriations. Trustee Ellis thanked President Kesselman and the staff who worked diligently to help make the increase in state appropriation happen.

The proposed capital budget included \$22 million in funding requests, of which \$12.0 million is set aside for the Sports Center Expansion, \$2.3 million for other new projects, and \$7.7 million

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	<p>Trustee Ellis said the Committee also discussed the FY22 operational and capital budget. The University continues to perform well financially and is expected to conclude FY22 in a strong position.</p> <p>Trustee Ellis shared that several resolutions were approved at the Board of Trustee’s Executive Committee meeting on June 27, 2022.</p> <ul style="list-style-type: none"> • PageUp People Limited: a three-year bid waiver for \$186,000. PageUp is a web-based employment applicant tracking system that will be utilized by the Office of Human Resources. • Backes & Hill, LLP: a one-year increase for \$60,000 to serve as the University’s Interim Director of Title IX and Equal Employment Opportunity (EEO) until the newly hired full-time Director begins their appointment. • 2% tuition and fees increase for FY23 and 2023 Summer Session. • Academic term fees effective for FY23. • FY23 tuition rate for fully online master’s degrees, graduate educational endorsements, and graduate certificate programs. • Tuition and fee rates for healthcare clinical partnerships. • Tuition and fee rates for criminal justice and law enforcement employees.
<p>Audit Committee Report</p>	<p>Trustee Dolce, Committee Chair was absent; Trustee Ciccone provided the Audit Committee report. The Committee met on April 25th with Grant Thornton, the University’s external auditor, and Baker Tilly, the University’s internal auditor. Grant Thornton has started the audit for the 2022 financial statements, and Baker Tilly just concluded their internal audit, which involved reviewing cash handling and PCI compliance within the University. The Committee expects to review the Baker Tilly report at their next meeting on August 23, 2022.</p>
<p>Buildings and Grounds Committee Report</p>	<p>Trustee Schoffer, Committee Chair, began his report by discussing the Sports Center expansion. Committee members were shown samples of the materials that will be utilized in the design of the renovated spaces. Trustee Schoffer remarked how wonderful the Phase II Topping Off Celebration was on July 19, 2022 and made positive remarks about the progress of the Multicultural Center.</p> <p>Trustee Schoffer called upon Don Hudson, Senior Vice President of Facilities and Operations, to provide updates on several projects, including:</p> <ul style="list-style-type: none"> • The Atlantic City Phase II Project: The project is scheduled to be completed in May 2023. • Multicultural Center: Construction is well underway and the project is expected to be completed late Fall. • The designs for the expansion of the Sports Center are complete, and the project will go out to bid within the next six weeks. Construction will start sometime in late fall and will not interfere with basketball season.

University Policies	experiencing loss. Overall, however, the University remains in good shape. Another update will be shared at the next Board meeting.
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President Kesselman presented the Board with the following two items for a first reading (although four policies are listed on the agenda, two need to be removed for further review).

- II-6.3 Remission of Out-of-State Tuition for Certain Foreign Nationals
- II-6.4 Residency Defined for Tuition Purposes

President Kesselman recommended Board approval for the deletion of the Plant Management

- Robert Nichols, Professor of History;
- Jenny Wagner, Professor of Computer Information Systems;
- Linda Wharton, Professor of Political Science;
- Karen York, Professor of Biology.

Scott Huston, Chief Information Officer, announced the following updates:

- Shannon Aungst accepted the position of Associate Director of Production Services.

Dan Nugent, Vice President for University Advancement, recognized the following team members for their new roles within his division.

- Erika Cassetta, Executive Assistant to the Vice President for University Advancement & Foundation Board Liaison;
- Stacey Clapp, Director of Strategic Communications;
- Cindy Crager, Assistant Vice President for University Advancement;
- Geoff Pettifer, Associate Vice President for University Relations and Marketing;
- Samantha Whitehurst, Director of Content Strategy;
- Mark Melhorn, Associate Director of News and Media Relations.

Anthony Berich, Director of Athletics & Recreation, introduced the new Interim Associate Director of Athletic Development and Head Rowing Coach Christopher O'Brien.

Trustee Davis thanked Provost Kahanov for keeping her and the Board well informed about the Division of Academic Affairs and thanked the faculty for their ongoing commitment to the University.

New Business

President Kesselman announced that he will retire effvet

**BOARD OF TRUSTEES
MINUTES OF OPEN SESSION MEETING
AUGUST 19, 2022
VIA ZOOM**

BOT Members Present | Ray Ciccone (*Chair*), Andy Dolce (*Vice Chair*), Nelida Valentin (*Secretary*), Nancy Davis, Madeleine Deininger, Stanley Ellis (joined at 9:36 a.m.), Sonia Gonsalves, Michelle Keates, Jose Lozano, Leo Schoffer, Meg Worthington, and Harvey Kesselman (*President, Ex-Officio*)

Absent | Collins Days, Sr.,

Additional Guests | Susan Davenport, Brian Kowalski.

Item I | **Call to Order**
Chair Ciccone called the meeting to order at 9:34 a.m.

Item II | **Resolution to Meet in Closed Session**
Upon a motion duly made by Trustee Schoffer and seconded by Trustee Ellis, the Board of Trustees resolved to meet in closed session for the purpose of discussing and voting on the proposed resolution to amend the Board of Trustees' policy regarding the use of social media for official business. The resolution was adopted by a vote of 4-0. The meeting resumed at 10:00 a.m.

**BOARD OF TRUSTEES
MINUTES OF OPEN SESSION MEETING
AUGUST 26, 2022
VIA ZOOM**

STOCKTON UNIVERSITY

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION
2022 - 2023 SLATE OF OFFICERS

WHEREAS, in accordance with Stockton University policy I-9, Article IV, Board of Trustees' by-laws, the Board of Trustees is responsible for annually electing a slate of officers at its September meeting, and

WHEREAS, the Board of Trustees of Stockton University, 2022-2023

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

FY23 BID WAIVER CONTRACT

et seq. ("HETI"); and the Higher Education Equipment Leasing Fund Act, N.J.S.A. 18A:72A-40 *et seq.* ("ELF");

WHEREAS, the Board has determined that the Projects will assist in serving the needs of its students and providing a benefit to the University; and

WHEREAS, the Board desires to approve financing of all or portions of the Projects through CIF, HEFT, and ELF; and

WHEREAS, the Board commits to using the grant funds for the purposes set forth in the Program-specific Project Eligibility Criteria; and

WHEREAS, portions of the Projects also may be financed by bonds issued by the New Jersey Educational Facilities Authority which bear tax-exempt interest for federal income tax purposes ("Tax-Exempt Bonds"), commercial loans or funds otherwise available to the University; and

WHEREAS, in order to provide maximum flexibility and most efficient borrowing costs, the Board wishes to authorize financing of the Projects through CIF, HEFT and ELF (the "Proposed Programs"), issuance of Tax-Exempt Bonds, commercial loans and funds otherwise available to the University or any combination thereof (the "Financing Structure"); and

WHEREAS, the Board wishes to approve the form of the Application to be submitted to the Secretary of Higher Education (the "Secretary") for the Proposed Programs for the Projects, and to designate and authorize officers of the University to take necessary and desirable actions to undertake, implement and submit to the Secretary the Application for the Projects; and

WHEREAS, the Board wishes to pledge funds granted under HEFT to advance the University's approved Master Plan; and

WHEREAS, the Board desires to authorize certain officers of the University to determine the Financing Structure that is most economically advantageous to the University provided the Financing Structure includes utilization of the Proposed Programs, and take all action necessary or beneficial to accomplish the financing of the Projects including the financing of capitalized interest, if any, and other costs of issuing any debt including Tax-Exempt Bonds or other financings ("Financing Costs"); and

WHEREAS, the Board reasonably expects to reimburse expenditures for costs of the Projects paid prior to issuance of Tax-Exempt Bonds or any debt bearing interest which is exempt from gross income for federal income tax purposes which will fund an applicable Project and/or Program;

NOW,

content of such agreements and other documents and instruments necessary to undertake, implement and finance the Projects and to pay Financing Costs including through the financing thereof. The Authorized Officers are furth

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

**REAPPOINTMENT OF BOARD MEMBERS TO
NATIONAL AEROSPACE RESEARCH AND TECHNOLOGY PARK, INC.**

WHEREAS, on September 18, 2013, the Board of Trustees of Stockton University authorized the establishment of Stockton Aviation Research and Technology Park of New Jersey, Inc. (Stockton ARTP) as an auxiliary corporation under the Public College Auxiliary Organization Act, N.J.S.A. 18A:64-26 et seq., and designated Stockton ARTP as a 501(c)(3) New Jersey non-profit corporation, to support and strengthen the University's

Private Sector Director	Term of Appointment
Mark Loeben	September 19, 2022 – September 18, 2025
Dr. Douglas Oliver Stanley	December 4, 2022 – December 3, 2025
David E. Sweet	December 4, 2022 – December 3, 2025

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

FY24 CAPITAL BUDGET SUBMISSION

WHEREAS, Stockton University is ranked among the top public universities in the country with more than 160 undergraduate and graduate programs, as well as continuing education opportunities; and

WHEREAS, the University offers unique living and learning environments throughout southern New Jersey, including the 1,600-acre Galloway campus in the Pinelands National Reserve and the Atlantic City campus located on the Boardwalk, just steps from the beach; and

WHEREAS, a major increase in capital funding will be necessary to maintain the existing campus facilities, build new facilities to meet enrollments, update technological requirements, and enable the ability to renovate existing facilities so that the learning environment and its infrastructure can continue to support the educational mission of the University; therefore, be it

RESOLVED, that the ~~Stockton University~~ Stockton University Board of Trustees do hereby approve

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

FY23 INCREASE IN BID WAIVER CONTRACT

- WHEREAS,** the State College Contracts Law, N.J.S.A. 18A:64-52 et seq., authorizes college and university Boards of Trustees to approve waivers of the public bid process for procurement of specified goods and services in furtherance of the missions of the state colleges and universities; and
- WHEREAS,** the Board of Trustees of Stockton University has previously approved a waiver of public bidding for the below named vendor; and
- WHEREAS,** the contract with the below named vendor must be increased to accomplish the purposes of the bid waiver as specified below; and
- WHEREAS,** the increase in the contract with the below named vendor requires the approval of the Board of Trustees; therefore, be it
- RESOLVED,** that the Stockton University Board of Trustees authorizes the President or the President's designee to enter into a contract with the vendor indicated below, under the bid waiver provisions of the State College Contracts Law.

Vendor & Category

FY and Amount

Equipment Repair

MEMORANDUM

TO: Harvey Kesselman, President
FROM: Susan Davenport, Executive Vice President and Chief of Staff
DATE: September 21, 2022
SUBJECT: Recommendation to Revise University Policy

I am pleased to request revision of the following policies for Board consideration and review as recommended by policy administrators:

- I-5 - Organizational Structure
- I-11 - Office of Development and Alumni Relations (For Deletion)
- I-20 - Stockton University Foundation (For Deletion)
- VI-11- Holidays
- VI-13 - Drug and Alcohol-Free Workplace
- VI-13.2 - Employee Disciplinary Guidelines
- VI-26 - Disciplinary Matters for Managerial Employees

I recommend the Board of Trustees conduct a First Reading at the September 21, 2022 meeting, followed by approval of the recommendation for a Second Reading and vote at the December 7, 2022 meeting.

I-5: Organizational Structure

Summary of Key Changes

The Policy has been updated as follows:

- Language updated to reflect the university's commitment to shared governance;
- Clarified language for readability.

STOCKTON UNIVERSITY

POLICY

Organizational Structure

Policy Administrator: Executive Vice President and Chief of Staff

Authority: N.J.S.A. 18A: 64-6 and 18A: 64-8

Effective Date: November 22, 1976; February 16, 2011; July 17, 2019; TBD

Index Cross-References:

Policy File Number: I-5

Approved By: Board of Trustees

Stockton University utilizes a well-defined organizational structure, that is flexible and transparent in its approach, and designed to support the achievement of the University's mission, goals, and strategic priorities. The organizational structure specifies designated leadership and administrative responsibility. [View the University's website.](#)

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STOCKTON UNIVERSITY



POLICY

Office of Development and Alumni Relations

Policy Administrator: Chief Development Officer / Executive Director of the University Foundation

Authority: N.J.A.C. 18A: 64-6

Effective Date: February 16, 2011; September 26, 2018; TBD

Index Cross-References: I-20 – Stockton University Foundation

Policy File Number: I-11

Approved By: Board of Trustees

~~Stockton University is a publicly funded institution of higher education. The fulfillment of its goals related to access and quality demand a wide range of development/fund-raising efforts to augment state appropriations. The Office of Development and Alumni Relations is mandated to coordinate, strengthen, and expand all University fundraising opportunities and programs.~~

~~Comprehensive Development Plan: the Office of Development and Alumni Relations is responsible for the formulation and implementation of a comprehensive, multi-faceted development plan for contributions of cash, real property, securities, and deferred gifts, from all possible sources (public and private, individual and corporate).~~

~~Fund-Raising Events and Programs: the Office of Development and Alumni Relations is responsible for the oversight and coordination of all University fundraising efforts initiated and organized by the Stockton Foundation and any affiliated organizations.~~

~~Leadership and Donor Development: the identification and cultivation of potential volunteer leadership as prospective donors are coordinated by Advancement Services in the Office of Development and Alumni Relations. Input from all members of the University community is invited. The cultivation of prospects shall be coordinated by the Office of Development and Alumni Relations and implemented by those individuals closest to each prospect.~~

~~Gifts and Grants: the Office of Development and Alumni Relations coordinates the solicitation and receipt of gifts and non-governmental grants that will reside in the accounts of the Stockton University Foundation, by individual members of the University community or department. Notice of preliminary and final applications of external funding sources for financial assistance to the University and for private research and professional development grants must be forwarded to the Office of Development and Alumni Relations. Upon notice of determination of award, the Office of Development and Alumni Relations shall be notified again by the grant recipient. Gift acceptance and recording shall be coordinated between the Office of Development and Alumni Relations and the Stockton University Foundation. Acknowledgements shall be coordinated~~

between the Office of Development and Alumni Relations and

Policy I-20

STOCKTON UNIVERSITY



POLICY

Stockton University Foundation

Policy Administrator: Vice President for University Advancement and Executive Director of the University Foundation

Authority: N.J.S.A. 15A:1-1 et. seq.

Effective Date: January 29, 1975; February 16, 2011; September 26, 2018; TBD

Index Cross-References:

Policy File Number: I-20

Approved By: Board of Trustees

- ~~• The Stockton University Foundation (the "Foundation"), is an independent organization incorporated under the New Jersey Nonprofit Corporation Act (N.J.S.A. 15A:1-1 et. seq.), whose sole mission is to support the philanthropic needs of Stockton University (the "University") as follows: Solicit, hold, manage and expend gifts and contributions of any kind or nature, and to provide general oversight of the financial affairs of the Foundation; to acquire, receive, administer, operate, expend and dispose of the tangible and intangible resources of the Foundation, which resources may consist of cash; securities; bonds; real and personal property; present, contingent or future interest and other property consistent with the mission of the Foundation.~~
- ~~• Encourage citizens, civic and other external organizations, businesses, and industries to make loans, gifts, grants, devises or bequests of property or money for research and instruction, the establishment of endowments, scholarships, fellowships, professorships and academic chairs, cultural programs, buildings, equipment and all other facilities of the University, including gifts or loans of works of art, historical papers, documents and museum specimens and exhibits.~~
- ~~• Act without profit as trustees of educational and charitable trusts established to advance the purposes of the University.~~

~~The Foundation is governed by an autonomous volunteer Board of Directors.~~

~~The Vice President for University Advancement and Executive Director of the University Foundation and staff shall serve as the University's liaison to the Foundation.~~

Review History:

	Date
Policy Administrator	07/01/2022
Divisional Executive	07/01/2022
General Counsel	07/12/2022
Cabinet	08/15/2022
President	08/15/2022
Board of Trustees	

STOCKTON UNIVERSITY

POLICY

Holidays

Policy

Review History:

	Date
Policy Administrator	08/30/2022
Divisional Executive	08/30/2022
General Counsel	08/30/2022
Cabinet	09/08/2022
President	09/08/2022
Board of Trustees	

Policy VI-13: Drug and Alcohol-Free Workplace

Summary of Key Changes

The Policy has been updated as follows:

- Inserted text to comply with the Drug-Free Workplace Act of 1988
- Added 6140 Disciplinary Guidelines and I-55 Campus Code of Conduct as cross

STOCKTON UNIVERSITY



POLICY

Drug and Alcohol-Free Workplace

Policy Administrator: Associate Vice President for Human Resources
Authority: Drug Free Workplace Act, 1988; Executive Order 204 (Kean)
Effective Date: December 30, 2008; May 30, 2009; August 10, 2010; February 16, 2011; September 26, 2018; TBD
Index Cross-References: Policy I-55 Campus Conduct Code, Procedure 3103 Use of University Property, Procedure 6010 Dispensing of Alcoholic Beverages on Campus, Procedure 6140 Disciplinary Guidelines
Policy File Number: VI-13
Approved By: Board of Trustees

This Policy and its requirements are promulgated in accordance with the requirements of the Drug-Free Workplace Act of 1988 enacted by the United States Congress, as adopted by the State of New Jersey by Executive Order #204 (Kean). The University will continue its efforts to maintain a drug/alcohol-free environment through adherence to this Policy and by providing ongoing substance abuse awareness and prevention programs.

The illegal possession, use, distribution, dispensation, sale or manufacture of controlled substances and/or alcohol is prohibited on University premises. Violation of this Policy may result in the imposition of employment discipline, progressive discipline, up to and including termination. In addition, at the discretion of the University, any employee convicted of a drug or alcohol offense involving the workplace shall be subject to employee discipline, progressive discipline, and/or required to satisfactorily complete a drug/alcohol rehabilitation program as a condition of continued employment. N.J.S.A. 2C:51-2 requires forfeiture of public office or employment upon conviction of a crime of the third degree or above.

Employees must notify their supervisor if they are convicted of a criminal drug/alcohol offense within two days of the conviction. In the event any such conviction involves an employee working on a Federal contract or grant, the University will notify the granting or contracting Federal agency within ten days of receiving notice of a conviction.

Employees should not engage in any drug or alcohol-related conduct while off duty that may affect their work performance. No employee shall be under the influence of alcohol or any substance that may impair their ability to perform their duties or may present a safety risk to themselves or others at any time when engaged in their employment. An employee is a representative of the University and should act accordingly.

The illegal use of controlled substances and/or alcohol can seriously injure the health of employees; adversely impair the performance of their responsibilities; and endanger the safety and wellbeing of fellow employees, students, and members of the general public. Therefore, the University strongly urges employees engaged in the illegal use of controlled substances/alcohol to seek professional advice and treatment. Anyone who is

Policy VI-13.2: Employee Disciplinary Guidelines

Summary of Key Changes

The Policy has been updated as follows:

- Updated Policy Administrator's title
- Added language regarding corrective action and conduct unbecoming
- Added authority provision

STOCKTON UNIVERSITY

POLICY

Employee

Policy VI-

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

APPROVAL OF ACTION FOR UNIVERSITY POLICY

WHEREAS, the Board of Trustees is responsible for establishing the policies of Stockton University; and

WHEREAS, the policies of the University continue to be reviewed by appropriate offices and individuals, with updates and revisions proposed as needed; and

WHEREAS, the proposed development of policies of the University have been further reviewed utilizing input from interested parties; and

WHEREAS, the review of policies resulted in a recommendation by policy administrators to adopt the following updated policies:

- II-6.3 - Remission of Out-of-State Tuition for Certain Foreign Nationals
- II-6.4 - Residency Defined for Tuition Purposes

The Board of Trustees has completed a first review of these policies on July 20, 2022, and therefore be it

RESOLVED, that the Board of Trustees approves the adoption of these policies as recommended.

Policy II-6.3: Remission of Out-of-State Tuition for Certain Foreign Nationals

Summary of Key Changes

The Policy has been updated as follows:

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STOCKTON UNIVERSITY

POLICY

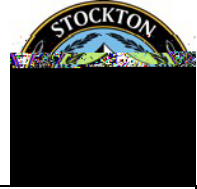
Remission of Out-of-State Tuition for Certain Foreign Nationals

Policy II-6.4: Residency Defined for Tuition Purposes

Summary of Key Changes

The Policy has been updated as follows:

- Clarified language about in-state residency and defined domicile;
- Clarified language for readability.



POLICY

Residency Defined for Tuition Purposes

Policy Administrator: Registrar

Authority: N.J.S.A. 18A:64-6 and N.J.A.C. 9A:5-1.1, 1.2 and 1.3

Effective Date: June 27, 1976; February 16, 2011; TBD

Index Cross-References: Policy II-6.3: Remission of Out-of-State Tuition for Certain Foreign Nationals

Policy File Number: II-6.4

Approved By: Board of Trustees

I. POLICY:

- A. Residency Defined: N.J.A.C. 9A:5-1.1 provides that a "resident" for tuition purposes upon first enrolling at a public institution of higher education in the State of New Jersey as a student, or the parent(s) or guardian(s) upon whom the student is financially dependent, who is domiciled in the state of New Jersey for at least twelve (12) months immediately prior to enrollment. Domicile is defined as the place where a person has their true, fixed, and permanent home, and to which, whenever they are absent, have the intention of returning.

The types of evidence sufficient for demonstrating residency are outlined in N.J.A.C. 9A:5-1.2.

B. Change in Non-Resident Status.

1. A student who does not qualify as a "resident" under Paragraph A above is considered to be in the State of New Jersey for the temporary purpose of obtaining an education and is presumed not to be domiciled in the state of New Jersey.
2. Such student may thereafter qualify as a "resident" if the student, or the parent(s) upon whom the student is financially dependent, acquires a bona fide domicile within the State for a continuous period of one year.

- C. Foreign Nationals: The Board of Trustees may approve the remission of non-resident fees in excess of resident fees for students of foreign nationals, up to one percent of the University's full-time enrollment (see Policy II-6.3).

D. Determination: The Office of Admissions makes the initial determination of a student's resident status at the time of admission to the University. If the student desires to change a residency determination, they must file a petition to do so in the Office of the Registrar. Any appeal should be directed to the Office of the Provost.

Review

STOCKTON UNIVERSITY

Board of Trustees

SEPTEMBER 21, 2022

PERSONNEL ACTIONS

RESOLUTION

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES
RESOLUTION FOR PERSONNEL ACTIONS
SEPTEMBER 21, 2022**

BE IT RESOLVED that the Board of Trustees accepts and approves the following recommendations concerning personnel actions, subject to and contingent on the appropriation of funds by the State of New Jersey and receipt by the University:

NEW APPOINTMENTS – FACULTY

All AFT salaries reflect the current schedules and are subject to change.
Faculty contract terms begin September 1st; salary is effective the first pay period in September per 2019-2023 AFT Master Agreement. OINTS

STRUCTURAL RECLASSIFICATIONS

Name	Title	Division	Effective Dates	Salary	Preauthorized
Baum, Haley	Assistant Vice President for Student Advocacy, Belonging and Campus Standards & Dean of Students	SA	9/24/22	\$130,000	
Kowalski, Brian	Legal Counsel	OPR	9/24/22	\$201,500	

Pluchino, Brihino, ~~Br~~, Bri-

All AFT salaries reflect the current schedules and are subject to change.
Faculty contract terms begin September 1st; salary is effective the first pay period in September per 2019-2023 AFT Master Agreement.

Kesselman, Harvey	Tenured Professor of Education	AA	7/1/24	\$176,720	
Richards, Seth	Associate Director, Office of Student Conduct	SA	9/24/22	\$85,000	Remove Interim

RETIREMENTS

Name	Title	Division	Effective Dates	Notes
Kesselman, Harvey	President	OPR	7/1/23	
Sherrier, Mary Beth	Assistant Dean, School of Social and Behavioral Sciences	AA	11/1/22	

EMERITUS STATUS

Name	Title	Division	Effective Dates	Notes
Kesselman, Harvey	President Emeritus	OPR	7/1/23	

All AFT salaries reflect the current schedules and are subject to change.

Faculty contract terms begin September 1st; salary is effective the first pay period in September per 2019-2023 AFT Master Agreement.

All AFT salaries reflect the current schedules and are subject to change.
Faculty contract terms begin September 1st

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