STOCKTON UNIVERSITY

BOARD OF TRUSTEES

WEDNESDAY, December 9, 2020

4:30 p.m. Open Public Meeting

AGENDA (revised 12/4/2020)

The Meeting will open to the public at 12:15 p.m. via Zoom. The link will be posted on the University website the day of the meeting. Immediately following action on the resolution to meet in closed session, members of the public will be asked to leave the meeting.

The Board will reconvene for the Open Public meeting at 4:30 p.m. via Zoom. Members of the University community and the public who wish to attend virtually should go to the University's website https://stockton.edu/board-of-trustees/index.html where login information will be posted the day of the meeting.

Notice of Public Meeting: As required by the Open Public Meetings Act, on September 11, 2020, notice of this meeting and Public Hearing, the dates, times and locations of Stockton University Board of Trustees Public Meetings were: (a) posted on the University's website, (b) forwarded to Bursar's Office at the University, the Press of Atlantic City, the Daily Journal, (c) and filed with the Secretary of the State of New Jersey, Galloway Township Clerk's Office, and Atlantic County Clerk's Office. A revision to the location of this meeting was sent on December 4, 2020.

1. Call to Order and Roll Call, Trustee Ciccone, Chair
2. **Action Item:** Approval of Regular Meeting Minutes of September 23, 2020
3. **Action Item**: Resolution to Meet in Closed Session

   The Board will approve a resolution to meet in closed session to review and discuss concerns related to real estate, personnel, collective bargaining, litigation matters, and items exempt under the Open Public Meetings Act.
4. Call to Order and Roll Call to reconvene open public meeting: **Trustee Ciccone**

5. President's Report: **President Kesselman**

   Action Item: Resolution: Renaming of the Stockton University Board of Trustees Room to the Michael Jacobson Board of Trustees Room and Naming Michael Jacobson, Trustee Emeritus

   Information Item:

   - Recognition of the 50th Anniversary of the Original Groundbreaking for Stockton University

6. Committee Reports

   a. Academic Affairs and Planning Committee Report: **Trustee Davis, Chair**

   Action Item: Resolution: Academic Calendar Year 2021 Change
   - Academic Calendar Spring 2021 Revised Calendar

   b. Student Success Committee Report: **Trustee Valentin, Chair**

   Information Item:

   - Board of Trustees Fellowship for Distinguished Students Award Report **Dr. Nordia Johnson, Interim Director of Academic Achievement Programs**

   c. Finance and Professional Services Committee Report: **Trustee Ellis, Chair**

   Action Items: Resolutions: Consent Agenda
   - Appointment of Board Member to National Aviation Research and Technology Park, Inc.
   - Reappointment of Board Member to National Aviation Research and Technology Park, Inc.
   - Tuition and Fees Discounts Effective for 2021 Summer Session

   Action item: Resolution:

   - FY21 Bid Waiver Increase

   Information Item: ***(Resolution approved at 11/02/20 Executive Committee Meeting)***
   - FY21 Bid Waiver Contract

   d. Audit Committee Report: **Trustee Dolce, Chair**

   e. Buildings and Grounds Committee Report: **Trustee Schoffer, Chair**

   Information Item: ***(Resolution approved at 11/16/20 Executive Committee Meeting)***
   - Authorization for Purchase of Property - 3428 Atlantic Avenue, Atlantic City, NJ

   f. Development Committee Report: **Trustee Schoffer, Chair**

g. Investment Committee Report: **Trustee Worthington, Chair**

7. University Policy Review: **President Kesselman**

Information Items: Review of University Policies (First Reading)

- II-85 Use of University Communication Systems/Tools
- VI-11.4 Employees Who Are Candidates for Public Office
- VI-53 Tuition Waiver for Senior Citizens
- VI-54 Tuition Waiver for National Guard Members
- VI-55 Tuition Waiver for Unemployed Persons – Job Training Program
- VI-28 Policy Prohibiting Discrimination in the Workplace

Action Items: Resolutions: Approval of University Policies (Second Reading)

- I-67 Disability, Accessibility, and Reasonable Accommodation
- VI-45 Refunds Upon Withdrawal

Policy & Procedure Summary Report: **Dr. Susan Davenport, Interim Provost & Executive Vice President**

8. **Action Item: Resolution:** Personnel Actions, **President Kesselman**

9. Other Business

10. Comments from the Board of Trustees/Public

Members of the public should limit their comments to three minutes and are not permitted to cede their time to another member of the public.

The next regularly scheduled meeting of the Board will be held at 4:30 p.m. on Wednesday, February 24, 2021 on the Galloway Campus in the Board of Trustees Event Room.

Adjournment

STOCKTON UNIVERSITY
BOARD OF TRUSTEES MEETING
OPEN PUBLIC MINUTES
September 23, 2020

Trustees Present via Zoom	Mr. Leo B. Schoffer, Esq., Chair Mr. Raymond R. Ciccone, CPA, Vice Chair Mr. Stanley M. Ellis, Secretary Ms. Mady Deininger Mr. Andy Dolce Dr. Nancy Davis Mr. Michael Jacobson, Esq. Ms. Nelida Valentin Ms. Meg Worthington Mr. Tyler Rodriguez, Student Trustee Mr. Jaiden Chavis, Student Trustee Alternate Dr. Harvey Kesselman, President and Ex Officio
Call to Order	Chair Schoffer called the meeting to order at 12:22 p.m. on Wednesday, September 23, 2020, via Zoom. On July 8, 2020, a special notice of this meeting announcing the change of location, as required by the Open Public Meeting Act, was (a) posted on the University's Website; (b) forwarded to the Bursar's Office at the University, the editors of the *Press of Atlantic City, the Daily Journal*; and (c) filed with the Secretary of the State of New Jersey, the Galloway Township Clerk's Office, and the Atlantic County Clerk's Office.
Approval of Open Public Regular Meeting Minutes of July 15, 2020	Upon a motion duly made by Trustee Jacobson and seconded by Trustee Valentin, the Board voted to adopt the minutes of the July 15, 2020 Open Public Meeting.
Resolution to Meet in Closed Session	**Upon a motion duly made by Trustee Jacobson and seconded by Trustee Ellis, the Board voted to meet in closed session at 12:42 p.m.**
Reconvene of Open Public Meeting	Chair Schoffer reconvened the Open Public meeting at 4:30 p.m. via Zoom webinar.
Chair's Remarks	Outgoing Board Chair Schoffer reflected on his time on the Board and thanked all Board Trustees for their time and dedication. Trustee Schoffer gave recognition to the leadership and the Stockton University community for implementing plans regarding the current health crisis and social justice initiatives. Trustee Schoffer then passed the gavel to incoming Board Chair Ray Ciccone.

2020 – 2021 Slate of Officers	**Upon a motion duly made by Trustee Jacobson and seconded by Trustee Worthington, the Board voted to adopt the resolution of the 2020 – 2021 Slate of Officers.**
Oath of Office, Mr. Jaiden Chavis	Trustee Ciccone administered the Oath of Office to Mr. Jaiden Chavis, the newly elected Student Trustee Alternate. After taking the oath, Board members congratulated Mr. Chavis.
President's Report	Before President Kesselman gave his report, he called upon Trustee Ciccone. Trustee Ciccone congratulated Stockton University leadership and the Facilities and Operations division for the magnificent job of preparing the University during the COVID crisis. Trustee Ciccone shared some words of gratitude while presenting a short tribute about the outgoing Board Chair, Trustee Schoffer. Trustee Ciccone thanked Trustee Schoffer for his service and contributions in advancing Stockton University. President Kesselman also acknowledged the commitment and outstanding work of Trustee Schoffer in his time on the Board. President Kesselman gave a special recognition while sharing some words of thanks to outgoing Student Trustee, Nadira Anderson. President Kesselman thanked Trustee Deininger and Trustee Ellis for serving on the Executive Committee. He also thanked Trustee Jacobson for serving on the Board for thirty-five years. President Kesselman shared information regarding the Phase II Project groundbreaking taking place in Atlantic City. He then shared information about the following three new Presidential Task Forces: • Presidential Taskforce on Email Communication • Presidential Task Force on Business and Hospitality in Atlantic City • Presidential Task Force on Community Policing at Stockton Lastly, President Kesselman informed the Board members that updated COVID-19 information could be found on Stockton's University website.
Academic Affairs & Planning Committee Report (AA&P)	Trustee Davis called on Dr. Michelle McDonald, Interim Provost and Vice President for Academic Affairs, to report some positive changes within the division. Dr. McDonald reported: • The new undergraduate program in Digital Studies has been approved at the state level and is in the final stage of implementation. • Progress continues with the development of a Master's in Public Health.

	• The search for the Dean of the School of Health Sciences will be re-launched as well as the search for a Director of Academic Assessment. • The 2021-22 Middle States Accreditation Cycle has begun. • Dr. Donnetrice Allison, who is serving as Director of Strategic Initiatives, joined the meeting. Dr. Allison spoke briefly about the important work the University is undertaking to promote diversity, inclusion, and social justice from the perspective within our academic programming. Trustee Davis said she is thrilled there will be a Master's program in Public Health and thanked the faculty for doing a great job during these difficult times.

Student Success Committee Report	Trustee Worthington called upon Dr. Christopher Catching, Vice President for Student Affairs, to provide an update. Dr. Catching reported:
	
	• There were discussions on:
	  ○ Fall 2020 Reopening and Welcome Week
	  ○ Racial justice issues in connection to the resolution recently passed by the Board
	  ○ Multicultural Center
	  ○ Spring 2020 Commencement Day - October 23, 2020
	  ○ Athletics and Recreation updates
	
	Dr. Christopher Catching called upon Dr. Robert Heinrich, Chief Enrollment Management Officer, to give his report.
	
	Dr. Heinrich reported the following on the University's enrollment for the Summer 2020 & Preliminary Fall Semesters:
	
	• Summer 2020 overall headcount up 12%
	• Summer 2020 overall full-time equivalency up 14%
	• Fall 2020 headcount: 1% decrease, 9926 students
	• Fall 2020 full-time equivalency up 3%, 9598 students
	• Fall 2020 first-time students: decrease of 117 students
	• Fall 2020 transfers students: decrease of 209 students
	• Fall 2020 graduate students: increase of 5 students
	• Fall 2020 enrollment by race/ethnicity: 2% increase in racial/ethnic diversity of student population
	
	Dr. Heinrich thanked the Division of Enrollment Management, Cabinet, the Planning Office and University Relations and Marketing.

Finance and Professional Services Committee Report	Trustee Ellis provided the Finance and Professional Services Committee report, presenting the following consent agenda resolutions: • FY22 Capital Budget Submission

	• Proposed FY21 Operating & Capital Budget and Adoption **Upon a motion duly made by Trustee Worthington and seconded by Trustee Dolce, the Board voted to adopt the resolutions as consent agenda items.** Trustee Ellis then presented the following bid waiver resolution: • FY21-23 Bid Waiver Contracts **Upon a motion duly made by Trustee Dolce and seconded by Trustee Schoffer, the Board voted to adopt the resolution.** • FY21-23 Increase in Bid Waiver Contract **Upon a motion duly made by Trustee Dolce and seconded by Trustee Deininger, the Board voted to adopt the resolution.** Lastly, Trustee Ellis reported the budget for FY20 ended with a surplus. He congratulated everyone involved in making this happen.

Audit Committee Report	Trustee Ciccone informed the Board that Trustee Dolce will be the new Chair for the Audit Committee. Then, Trustee Ciccone reported the following:
	
	• There are two simultaneous audits currently underway:
	  ○ The Internal Audit Department is currently completing an EEO Compliance audit, to be finished by November. In the Spring, the department will begin the Wellness Center audit.
	  ○ Grant Thornton has completed their fieldwork. However, due to GASB 75, audit reports will be delayed until November.
	• The Foundation, SASI, and other audits will be completed soon.
	• Trustee Dolce will provide an updated report at the December BOT meeting.

Buildings and Grounds Committee Report	Trustee Dolce congratulated Mr. Don Hudson, Vice President for Facilities and Operations, and his team for preparing the University for a safe return and the completion of other work on campus. Trustee Dolce called upon Don Hudson to present and summarize his presentation of the Facilities Master Plan 2020. After Don Hudson's presentation, Trustee Dolce presented the following consent resolutions: • To Endorse the University Master Plan

	Upon a motion duly made by Trustee Dolce and seconded by Trustee Jacobson, the Board voted to adopt the resolutions to endorse the University Master Plan.

Development Committee Report	Trustee Deininger reported:
	• The Development Committee met on September 22nd, and the final fundraising numbers for the previous fiscal year total more than $10.5 million in new gift commitments.
	  ○ Twenty-seven new scholarships and program support funds were created.
	  ○ Even though the Spring Gala was not in person, over $200,000 was raised.
	  ○ More than $1 million dollars was awarded in Foundation Scholarships to students. Additional funds are reserved to assist students facing additional need due to the pandemic this year.
	
	Trustee Deininger provided a summary regarding an Alumni Conference on Diversity, Equity, and Inclusion. This conference will be in partnership with the Office of Institutional Diversity and Equity and is planned for 2021. The conference will feature sessions on a broad array of issues geared toward fostering dialogue among the alumni community. It will also include virtual programs for alumni and friends featuring faculty, staff, and others. All events will be open to the Stockton Community.
	
	Trustee Deininger mentioned that Ospreys Give is coming up, also known as Stockton's annual day of giving. The 24-hour giving event will run from October 7th to October 8th. Trustee Deininger mentioned everyone in the community is invited to participate and make a gift in any amount to any fund at the University. For more information on this event, please go to https://ospreysgive.stockton.edu/.
	
	Lastly, Trustee Deininger commended Trustee Schoffer, who will be the new Chair for the Development Committee and informed the Board that she would remain on the committee.

Investment Committee Report	Trustee Ellis reported: • On August 11th, the Investment Committee met with its investment advisors. Members of the committee decided to maintain the portfolio as itis currently constructed between equities, fixed income, and alternative investments. • As of September 20, 2020, the portfolio balance was $94.6 million. Funds continue to perform well despite these challenging times.

	Lastly, Trustee Ellis informed the Board that Trustee Worthington will be the new Chair of the Investment Committee
University Policies	President Kesselman presented the Board with two policies as a **First Reading**. President Kesselman will recommend these policies for Board approval at the December 9, 2020 meeting: I-67 Disability, Accessibility, and Reasonable Accommodations VI-45 Refunds Upon Withdrawal Next, President Kesselman recommended Board approval of the following three policies, following their **Second Reading**: I-55 Campus Conduct Code VI-2 Facilities Master Plan VI-60 Real Estate Transaction Advisory Committee Upon a motion duly made by Trustee Davis and seconded by Trustee Worthington, the Board voted to adopt the resolution.
Personnel Actions Resolution	Trustee Ciccone announced the Board's review of the Personnel Actions Resolution, which was posted on the University's website for review. **Upon a motion duly made by Trustee Davis and seconded by Trustee Worthington, the Board voted to adopt the resolution.**
Board Comments/ Comments from the Public	Trustee Ciccone welcomed Trustee Dolce and Trustee Valentin to the Executive Committee. Trustee Deininger welcomed Mr. Jaiden Chavis as the Student Trustee Alternate. She mentioned she was excited that Mr. Tyler Rodriquez was moving up as the BOT Student Trustee and thanked Ms. Nadira Anderson for help, insight, and professionalism during her tenure serving on the BOT. Trustee Valentin echoed Trustee Deininger's sentiments to Trustee Schoffer and thanked him. Next, Trustee Valentin mentioned to the Board that the leadership and sensitivity from Trustee Ciccone are extraordinary, and she is looking forward to the next several years. Trustee Davis thanked the Stockton community for all the work they have accomplished. She also thanked the faculty for doing an amazing job adjusting their teaching modalities during the COVID-19 pandemic as well as Dr. Kesselman for leading the University in the right direction during these difficult times. Trustee Jaiden Chavis mentioned to the Board that he is honored to accept his new position as the BOT Student Trustee Alternate.

	Trustee Meg Worthington echoed Trustee Deininger's sentiments to Trustee Schoffer and thanked him for his service. She also welcomed Trustee Ciccone as the new Board Chair and Trustee Jaiden Chavis as the new Student Trustee Alternate. Trustee Michael Jacobson congratulated Trustee Leo Schoffer for his marvelous job over the years moving the Board and the University forward. Dr. Michelle McDonald welcomed Dr. Sheila Quinn, Associate Dean of Health Science and Chief Nurse Administrator. Dr. McDonald also reintroduced Dr. Kathleen Klein as the newly appointed Executive Director of the Center for Teaching and Learning Design. Dr. Christopher Catching announced the promotion of Dr. Nordia Johnson to the Interim Director of Academic Achievement Programs. Mr. Peter Baratta introduced Jessica Kay as the new Director of Institutional Research and congratulated her on her new opportunity. Mr. Michael Angulo announced that Sheila Vance had joined the University's Office of Equal Opportunity as Interim Chief Officer for EEO and Compliance, formerly known as the Office of Institutional Diversity and Equity. Ms. Vance will serve as the Title IX, Title VI, and Title VII Coordinator, and Chair of the Title IX Practitioners Group.
Next Regularly Scheduled Meeting	The next regularly scheduled meeting will be held on Wednesday, December 9, 2020, at 4:30 p.m. in the BOT room on the Galloway campus.
Adjournment	Upon a motion duly made by Trustee Deininger and seconded by Trustee Dolce, the Board voted to adjourn the meeting.

STOCKTON UNIVERSITY
BOARD OF TRUSTEES

RESOLUTION

MEET IN CLOSED SESSION

WHEREAS, the Open Public Meetings Act (P.L. 1975, Ch. 231) permits public bodies to exclude the public from discussion of any matter as described in subsection 7(b) of the Act, provided that the public body adopts a resolution at a public meeting indicating its intent to hold a closed session; and

WHEREAS, subsection 7(b) of the Act contains exclusions for personnel matters; terms and conditions of employment; collective bargaining agreements, including negotiated positions; anticipated or pending litigation; and any matters involving the purchase, lease, or acquisition of real estate property; therefore, be it

RESOLVED, that the Stockton University Board of Trustees shall meet in closed session to discuss personnel, collective bargaining, real estate matters, and litigation matters, including recommendations of the President contained in the Personnel Resolution; and, be it further

RESOLVED, that the discussion of personnel, collective bargaining, real estate matters, and litigation matters may, or may not, be disclosed to the public during that portion of the meeting which convenes at 4:30 p.m.

December 9, 2020

STOCKTON UNIVERSITY
BOARD OF TRUSTEES

RESOLUTION

RENAMING OF THE STOCKTON UNIVERSITY BOARD OF TRUSTEES ROOM TO THE MICHAEL JACOBSON BOARD OF TRUSTEES ROOM AND NAMING MICHAEL JACOBSON, TRUSTEE EMERITUS

WHEREAS, Michael Jacobson, Esq. was the longest serving member of the Stockton University Board of Trustees having been initially appointed in 1985 and continuing until his recent passing in 2020; and

WHEREAS, he served two terms as chair of the Board from 1994-1996 and 2001-2004, as well as serving on the Stockton University Foundation Board of Directors; and

WHEREAS, his accomplishments included a significant campus expansion with the approval of $104 million to finance Housing V, the Campus Center, and the Unified Science Center I in Galloway; and $178 million to finance the Atlantic City Phase I campus; and

WHEREAS, his nearly four decades of distinguished service and commitment to the betterment of the University served as an inspiration to his fellow Board members and to members of the Stockton community; and

WHEREAS, the University Naming Committee, the President and the Executive Committee of the Board of Trustees have recommended, in honor of Michael Jacobson, renaming the Board of Trustees Room to the “Michael Jacobson Board of Trustees Room;” and

WHEREAS, after leaving Board membership, a trustee member who has served a full six-year term and who has provided outstanding service, shall be eligible for nomination as a Trustee Emeritus; therefore, be it

RESOLVED, that the Stockton University Board of Trustees authorizes the Board of Trustee Meeting Room to be renamed the “Michael Jacobson Board of Trustees Room”, and be it further

RESOLVED, that upon nomination by the Executive Committee of the Board of Trustees, Michael Jacobson is hereby posthumously appointed Trustee Emeritus without limit.

December 9, 2020

STOCKTON UNIVERSITY
BOARD OF TRUSTEES

RESOLUTION

ACADEMIC YEAR (SPRING 2021) REVISED CALENDAR

WHEREAS, the Board of Trustees has considered the proposed calendar revisions for the following Academic Year (Spring Term 2021); therefore, be it

RESOLVED, that the above referenced and attached calendars are adopted.

December 9, 2020

Spring Term 2021 Academic Calendar

Changes may be made in the following calendar, which is not official and should not be used for planning purposes, until it is approved by the Board of Trustees.

January 2021

January 15 — Friday

Registration for graduate and undergraduate non-matriculated students (Spring and Summer)

January 18 — Monday

Dr. Martin Luther King, Jr. holiday; University closed

January 25 — Monday

Classes begin (full-term and sub-term A)

January 25 — **February 1**-Monday-Monday

Drop/add period (full-term and sub-term A)

January 29 — Friday

Fall 2021 pre-registration schedule of classes posted (view only)

January 30 — Saturday

Saturday classes begin

February 2021

February 1 — Monday

Deadline to drop full-term and sub-term A course(s) with a 100% refund

Deadline to file FERPA hold to prevent release of student information

February 8 - Monday

Deadline to file Spring 2021 graduation application without financial penalty

February 9 — Tuesday

Deadline to withdraw from sub-term A course(s) with a 50% refund (part-time students only)

February 15 — Monday

President's Day holiday; no classes

February 16 — Tuesday

Deadline to withdraw from full-term course(s) with a 50% refund (part-time students only)

February 24 — Wednesday

Board of Trustees meeting

February 26 — Friday

Deadline to withdraw from sub-term A course(s) with a W grade

March 2021

March 11— Thursday

Sub-term A classes end

March 12 — Friday

Sub-term B classes begin

March 12-15— Friday-Monday

Sub-term B drop/add period

March 15 — Monday

Deadline to drop sub-term B course(s) with a 100% refund

March 29 — Monday

Deadline to withdraw from sub-term B course(s) with a 50% refund (part-time students only)

March 30 — Tuesday

Preceptorial advising day; no classes

March 31 - April 1 — Wednesday-Thursday

Seniors (with 96+ earned credits) and matriculated graduate students preregister

April 2021

April 2— Friday

Holiday; normal campus operations

April 5-6 — Monday-Tuesday

Juniors (with 64-95 earned credits) preregister

April 7 — Wednesday

Preceptorial Advising Day; No classes

April 8-9 — Thursday-Friday

Sophomores (with 32-63 earned credits) preregister

April 8 — Thursday

Deadline to withdraw from full-term course(s) with a W grade

Final deadline to file Spring 2021 graduation application

April 12-13 — Monday-Tuesday

Freshmen (with 0-31 earned credits) preregister

April 26 — Monday

Deadline to withdraw from sub-term B course(s) with a W grade

April 30 — Friday

Spring term classes end

May 2021

May 3-7 — Monday-Friday

Final week

May 5 — Wednesday

Board of Trustees meeting

May 7 — Friday

Term ends

May 10 — Monday

Grades due for graduating students by 12 noon

May 13 — Thursday

Grades due for non-graduating students by 12 Noon

Note: Commencement ceremony for Doctoral, Masters, and Baccalaureate graduates (TBD)

STOCKTON UNIVERSITY
BOARD OF TRUSTEES

RESOLUTION

APPOINTMENT OF BOARD MEMBER TO

NATIONAL AVIATION 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 as a 501(a)(3) New Jersey non-profit corporation, to support and strengthen the University's mission and serve the University by shaping the growth and activities to meet the evolving needs of the University and community; and

WHEREAS, in accordance with N.J.S.A. 18A:64-31, the University trustee, student directors and private sector directors of Stockton ARTP's Board of Directors shall be appointed by the University's Board of Trustees for terms of up to three years; and

WHEREAS, on April 27, 2018, pursuant to the New Jersey Non-Profit Corporation Act, N.J.S.A. 15A:9-4, Stockton ARTP filed a Certificate of Amendment to its Certificate of Incorporation changing the name of the organization to National Aviation Research and Technology Park, Inc.; and

WHEREAS, on May 14, 2018, the State of New Jersey, Department of the Treasury, Division of Revenue & Enterprise Services, issued a Certificate of Amendment verifying the business name change to National Aviation Research and Technology Park, Inc. (NARTP); and

WHEREAS, the President of the University has recommended Jayden Craft to serve as a NARTP student director and board member for a two (2) year term; therefore, be it

RESOLVED, that the Stockton University Board of Trustees authorizes the appointment of Jayden Craft to the Board of Directors of NARTP for the term indicated:

Student Director	Term of Appointment
Jayden Craft	December 9, 2020 – December 8, 2022

December 9, 2020

JAYDEN CRAFT

Aspiring Physicist/Mathematician/Computer Scientist (undecided). I have completed two years of college at Stockton University with an Applied Physics major and a Mathematics major. I also am working on a Computer Science minor. I love programming which I think is a perfect complement to Mathematics and Physics, especially in modern times. I have learned Java, some MATLAB, some Python, and I'm currently working on developing in Android Studio and learning R (time permitting with my two majors). I'm currently undecided on my specific career path, but I'm leaning towards Research Physicist in Nuclear Physics.

EXPERIENCE

5/2019 - CURRENT
SALES ASSOCIATE, WALMART
I make sure my area of the store is clean and make sure customers can find what they need in a timely fashion.

5/2018 – 9/2018
BUSSER, PANINI BAY
I was tasked with cleaning off tables and setting up the tables for the parties waiting for their reservation as well as running food out to the tables. The restaurant is seasonal.

EDUCATION

IN PROGRESS
B.S. MATHEMATICS – GENERAL CONCENTRATION, STOCKTON UNIVERSITY
I have been named to the Dean's List in two of three my completed semesters (awaiting my fourth semester grades) and I currently have a 3.79/4.0 GPA.

IN PROGRESS
B.S. APPLIED PHYSICS, STOCKTON UNIVERSITY
I have been named to the Dean's List in two of my three completed semesters (awaiting my fourth semester grades) and I currently have a 3.79/4.0 GPA. I also received a reward from the Physics Department for "Promising Young Physicist".

IN PROGRESS
MINOR IS COMPUTER SCIENCE, STOCKTON UNIVERSITY
I have recently started this minor and have completed Programming I and II.

SKILLS

- Great critical thinking and problem-solving skills
- Great at effectively communicating ideas in a group setting
- Programming
- Representing data in an easy-to-read way
- Great team working skills

ACTIVITIES

I have a real passion for all the STEM fields, more specifically Physics, Math, and Programming. In my free time I try to learn as much as possible about whatever grabs my attention. For fun, I programmed an infection simulation that can incorporate social distancing as a side project for my Programming II class. I also want to pick up better electronic skills. For example, I can program in Java, but that is slightly unsatisfying since there is so much background work in these compiled languages, so I started really learning how computers work and learned some Assembly language. My knowledge of this kind of programming is merely through observation from YouTube videos, but it's a good starting point for me to be able to satiate my need to understand what is happening. Currently, I am taking Optics and Quantum Mechanics for my Applied Physics major and Abstract Algebra for my Mathematics major. Besides the more hardcore education part of my personality, I enjoy playing bass guitar and guitar, singing, drawing, and playing sports. Despite all my varying interests, they all have one thing in common: physics. I'm constantly trying to figure out how physics is affecting everything I do, and I can't think of a better way to go through life.

STOCKTON UNIVERSITY
BOARD OF TRUSTEES

RESOLUTION

REAPPOINTMENT OF BOARD MEMBER TO
NATIONAL AVIATION 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 mission and serve the University by shaping the growth and activities to meet the evolving needs of the University and community; and

WHEREAS, in accordance with N.J.S.A. 18A:64-31, the University trustee, student directors and private sector directors of Stockton ARTP's Board of Directors shall be appointed by the University's Board of Trustees for terms of up to three years; and

WHEREAS, on April 27, 2018, pursuant to the New Jersey Non-Profit Corporation Act, N.J.S.A. 15A:9-4, Stockton ARTP filed a Certificate of Amendment to its Certificate of Incorporation changing the name of the organization to National Aviation Research and Technology Park, Inc.; and

WHEREAS, on May 14, 2018, the State of New Jersey, Department of the Treasury, Division of Revenue & Enterprise Services, issued a Certificate of Amendment verifying the business name change to National Aviation Research and Technology Park, Inc. (NARTP) and assigned Validation Number: 4054250448; and

WHEREAS, Samuel Young's appointment as a NARTP private sector director and board member will expire on December 31, 2020, and the President of the University has recommended Samuel Young's reappointment for an additional three (3) year term; therefore, be it

RESOLVED, that the Stockton University Board of Trustees authorizes the reappointment of Samuel Young to the NARTP Board of Directors for an additional three (3) year term.

Private Sector Director	Term of Appointment
Samuel Young	January 1, 2021 – December 31, 2023

December 9, 2020

STOCKTON UNIVERSITY
BOARD OF TRUSTEES

RESOLUTION

TUITION AND FEES DISCOUNTS EFFECTIVE FOR 2021 SUMMER SESSION

WHEREAS, the Stockton University Board of Trustees is authorized under New Jersey Statutes 18A:3B-6 and 18A:64-6 to set tuition and fees for the University; and

WHEREAS, the Board of Trustees recognizes its responsibility to ensure that institutional resources match and advance institutional goals and priorities to enable the effective accomplishment of the University mission; and

WHEREAS, the Board of Trustees recognizes the desirability of establishing competitive tuition and fee rates that are attractive to students for the summer semester; and

WHEREAS, the Board of Trustees recognizes the need to promote summer occupancy at its Atlantic City residence building; therefore, be it

RESOLVED, that the Board of Trustees approves the following discounted tuition rate for the 2021 summer semester for any undergraduate who lives in the Atlantic City residential building on either a 12-month or 3-month summer contract. Under this plan, one four-credit course will cost $1,752.20 tuition and fees, two-to-three courses (8 to 12 credits) will cost $3,504.40, and each additional four-credit course will cost $1,752.20.

December 9, 2020

STOCKTON UNIVERSITY

BOARD OF TRUSTEES

RESOLUTION

FY21 INCREASE IN BID WAIVER CONTRACT

WHEREAS, the State College Contracts Law, N.J.S.A. 18A:64-52 et seq., authorizes college Board 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

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**

Original Materials & Supplies

The National Research Center for College & University Admissions, LLC
Dba NRCCUA, LLC (520025)

Additional Amount Requested FY21-FY22: $26,127
Previously Approved Contract Amount FY20-FY22: $82,400
New Recommended Contract Total FY20-FY22: $108,527

This bid waiver supplies the Office of Enrollment Management with student records (name, date of birth, address, high school, academic information, etc.) that meet specific criteria selected by the University to solicit admission applications from prospective students. This bid waiver increase will provide Enrollment Management with an additional 20,000 student records for outreach to new prospective students for the Fall 2021 and Fall 2022 recruitment cycles. (Reference: N.J.S.A.18A:64-56 (a) [03]).

December 9, 2020

STOCKTON UNIVERSITY
BOARD OF TRUSTEES
RESOLUTION

FY21 BID WAIVER CONTRACT

WHEREAS, the State College Contracts Law, N.J.S.A. 18A:64-52 et seq., authorizes college 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

WHEREAS, the Board of Trustees finds the following purchase, contract and agreement have met the criteria for award without public bid under the provisions of N.J.S.A. 18A:64-56; 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**

Personnel Recruitment and Advertising

Witt/Kieffer Inc. (521021) **FY21: $108,400**

This bid waiver will provide personnel recruitment services to assist the University in its search for a new Provost and Vice President for Academic Affairs. Witt/Kieffer is a nationally recognized executive search firm with extensive experience in higher education and academic leadership searches. Witt/Kieffer's proposal offers competitive pricing that includes professional fees, administrative fees and estimated out-of-pocket expenses related to candidate travel, advertising, video conferencing, education certification and background checks. (Reference: N.J.S.A. 18A:64-56 (a) [20])

Approved by the Executive Committee on November 02, 2020

STOCKTON UNIVERSITY
BOARD OF TRUSTEES

RESOLUTION

AUTHORIZATION FOR PURCHASE OF PROPERTY
3428 Atlantic Avenue, Atlantic City, New Jersey

WHEREAS, the Board of Trustees of Stockton University ("University") has the responsibility for general financial oversight of property acquisitions and sales for the University; and

WHEREAS, the Board of Trustees is authorized to enter into contracts to purchase or sell land, buildings and property that are deemed necessary or advisable by the Board to carry out the purposes of the University, as set forth in N.J.S.A. 18A:64-6(k) and (q); and

WHEREAS, the University identified property located at 3428 Atlantic Avenue, Atlantic City, New Jersey, consisting of approximately 11,982 square feet (the "Property") that is nearby and can support facilities and operations at the Stockton-Rothenberg Building and the Atlantic City Campus; and

WHEREAS, on May 6, 2020, in closed session, the President presented, and the Board of Trustees discussed the proposed purchase of the Property; and

WHEREAS, on the date hereof, the Board of Trustees determined that the purchase of the Property will support the University's facilities and operations at the Stockton-Rothenberg Building and the Atlantic City Campus and is in the best interests of the University; now therefore be it,

RESOLVED, that the Stockton University Board of Trustees hereby approves and authorizes the purchase of the Property, and further authorizes the President and in his absence, the Chief Financial Officer, with the advice of the Office of General Counsel, to negotiate, execute and deliver the purchase and sale agreement on behalf of the University and such other documents and certificates, and to do and perform such other actions, as may be necessary or appropriate to effectuate the purchase of the Property; and further approves, ratifies and confirms any and all prior actions of the President, the Chief Financial Officer and the Vice President of Facilities and Operations in furtherance of the purchase of the Property.

Adopted by the Executive Committee on November 16, 2020

MEMORANDUM

TO: Harvey Kesselman, President

FROM: Susan Davenport, Interim Provost and Executive Vice President

DATE: December 9, 2020

SUBJECT: Recommendation to Add/Revise University Policies

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

ADDITIONS:
- II-85, Use of University Communication Systems/Tools

REVISIONS:
- VI-11.4, Employees Who Are Candidates for Public Office
- VI-28, Policy Prohibiting Discrimination in the Workplace
- VI-53, Tuition Waiver for Senior Citizens
- VI-54, Tuition Waiver for National Guard Members
- VI-55, Tuition Waiver for Unemployed Persons – Job Training Program

I recommend the Board of Trustees conduct a First Reading at the December 9, 2020 meeting, followed by approval of the recommendation for a Second Reading and vote at the February 24, 2021 meeting.

STOCKTON UNIVERSITY

POLICY

Use of University Communication Systems/Tools
Policy Administrator: Chief Information Officer Authority: N.J.S.A. 18A:64-6; N.J.S.A. 18A: 64-7 Effective Date: TBD Index Cross-References: Procedure 4155: Procedure for Using University Communication Systems/Tools to Disseminate Messages to the Stockton Community; Procedure 4200: Acceptable Usage Standards of Computing and Communication Technology; Policy I-19 Political Issues and Correspondence Policy File Number: II-85 Approved By: Board of Trustees

Introduction:

This Policy defines the use of University group communication systems and tools to communicate with employees and students about Stockton University business, issues, or emergencies. Such group communication systems and tools are sent from University systems including email, cellular/smart phones, and other devices or platforms to most, or all, faculty, staff, and/or students.

This Policy recognizes the importance of electronic communication tools to the operation of the University while safeguarding its faculty, students, and staff from disruption of University business and mailbox clutter caused by misuse of large-scale communications. This Policy does not apply to communications within individual University units and divisions, like programs and schools.

1. APPROPRIATE USE:

The University may use group communication tools to correspond with employees and students about official University business that requires immediate notification or warrants special attention, as well as in the event of emergencies. All other mass communications to employees or students must be authorized by the appropriate approver (refer to Procedure 4155) and limited to matters affecting the majority of the designated group.

The following examples illustrate communications deemed appropriate for dissemination to most or all of the campus community:

- Emergency messages, campus alerts, and health and safety information.

- Campus operations messages about information technology services, human resources, and facilities that affect the Stockton community.
- Messages about major campus-wide events (e.g., Convocation, Commencement, Faculty Assemblies, athletic championships).
- Messages related to University policies or procedures.
- Announcements from the Board of Trustees, President, Provost, or other University leadership.
- Communications required by law.

2. INAPPROPRIATE USE:

Messages that exemplify inappropriate use of University systems and tools in disseminating information to faculty, staff, or students include:

- Messages not directly related to the University's mission.
- Any communications that are commercial in nature, unless directly related to University business.
- Promotional, political, or lobbying activities as prohibited by Policy I-19, other University policy or procedure, or State law.
- Job postings or research recruitment.
- Marketing or advertising of programs, majors, courses, products, or events offered or sponsored by schools, departments, or organizations within the University which could be disseminated through alternate communication channels that target their specific audiences.
- Solicitations for contributions, charities, or participation in activities that are neither sponsored by the University, the University Foundation, or the New Jersey Employee Charitable Campaign, or related to University business.
- Solicitations for non-University businesses.
- Messages that contain discriminatory content, obscenity, are defamatory, or infringe on privacy.
- Messages that violate University policies or procedures.
- Messages that express or disseminate personal opinions or confidential information.

Review History:

	Date
Policy Administrator	10/08/2020
Divisional Executive	10/09/2020
General Counsel	10/14/2020
Cabinet	10/22/2020
President	10/26/2020
Board of Trustees	

Policy VI-11.4: Employees Who Are Candidates for Public Office

Summary of Key Changes

The Policy has been updated as follows:

- Changed the Policy Administrator from the Director of Human Resources to the Chief Officer for Diversity and Inclusion;
- Added contact information for the Hatch Act Unit of the U.S. Office of Special Counsel;
- Added language pertaining to restrictions to employees for certain treasury or other positions which require filing reports with or representation before a State agency;
- Added restrictions to State time, resources, and materials to support political activities.

STOCKTON UNIVERSITY

POLICY

Employees Who Are Candidates for Public Office
Policy Administrator: Chief Officer for Diversity and Inclusion Authority: N.J.A.C. 19:61-5.9 Effective Date: December 4, 1975; May 30, 2009; August 10, 2010; February 16, 2011; October 8, 2020; TBD Index Cross-References: Policy File Number: VI-11.4 Approved By: Board of Trustees

Stockton University's Chief Officer for Diversity and Inclusion serves as the University's Ethics Liaison Officer.

I. POLICY:

A. Any employee who plans to qualify and run for a public office should notify the University's Ethics Liaison Officer and their Divisional Executive in writing ten days prior to qualifying for public office. This notification allows for the Divisional Executive and the Ethics Liaison Officer to screen for conflicts of interest. The employee is not required to identify their political party when giving such notification.

B. If an employee's State position is federally funded, there may be prohibitions against their candidacy for certain elected offices. Prior to registering as a candidate, the employee must contact the Hatch Act Unit of the U.S. Office of Special Counsel at (800) 854-2824 for a determination.

C. State employees are prohibited from serving as campaign treasurers due to the reporting and representation requirements of that position. Service in any other campaign position that requires filing reports with, or representation before, a State agency is also prohibited.

D. State time, resources and materials may not be used for political activity.

Before qualifying for a public office, University employees should review their plans as a potential candidate with the employee's Divisional Executive to determine if the requirements for conducting the campaign or the requirements of the position, if elected, will interfere with the employee's duties. If such a determination is made, the employee should either resign from employment or request a leave of absence without pay for such period of time as is determined by the employee's Divisional Executive to

be in the best interest of the University.

Review History:

	Date
Policy Administrator	07/17/2020
Divisional Executive	08/21/2020
General Counsel	08/24/2020
Cabinet	10/08/2020
President	10/08/2020
Board of Trustees	

Policy VI-53: Tuition Waivers for Senior Citizens

Summary of Key Changes

The Policy has been updated as follows:

- Made minor grammatical and formatting changes;
- Updated ‘Review History’ box;
- Added ‘Authority: N.J.S.A. 18A:64-6.13.’
- Updated authority

STOCKTON UNIVERSITY

POLICY

Tuition Waiver for Senior Citizens
Policy Administrator: Bursar Authority: N.J.S.A. 18A:64-13 Effective Date: November 22, 2010; February 16, 2011; TBD Index Cross-References: Policy File Number: VI-53 Approved By: Board of Trustees

Senior Citizens who are age 65 and older and who have been a legal resident of the State of New Jersey for the twelve months prior to enrollment may register for courses and have the tuition waived. Fees are not waived. Registration is permitted if seats are available on the first day of class and tuition-paying students constitute the minimum number of students required for the course.

Review History:

	Date
Policy Administrator	06/20/2020
Divisional Executive	07/01/2020
General Counsel	11/16/2020
Cabinet	11/20/2020
President	11/23/2020
Board of Trustees	

Policy VI-54: Tuition Waiver for National Guard Members

Summary of Key Changes

The Policy has been updated as follows:

- Revised verbiage regarding the maximum credit coverage during the summer semester versus the rest of the year;
- Made minor grammatical and formatting changes;
- Updated ‘Review History’ box.
- Added author

STOCKTON UNIVERSITY

POLICY

Tuition Waiver for National Guard Members
Policy Administrator: Bursar Authority: N.J.S.A. 18A:64-13 Effective Date: November 22, 2010; February 16, 2011; TBD Index Cross-References: Policy File Number: VI-54 Approved By: Board of Trustees

Any member of the New Jersey National Guard in good standing with their respective unit shall be permitted to enroll in courses and receive a waiver for applicable tuition charges only. The waiver will cover assessed tuition up to the maximum credits provided under the flat rate billing standard during fall and spring semesters and up to 16 credits in the summer semesters. The value of the waiver is to be determined by actual credit enrollment numbers less allowable funding programs first applied (including but not limited to PELL, SEOG, TAG, Post 911, Tuition Assistance, etc.).

Any children or a surviving spouse of a member of the New Jersey National Guard who completed Initial Active Duty Training and was killed in the performance of their duties while on active duty with the New Jersey National Guard shall be permitted to attend courses under the flat rate billing standard during fall and spring semester and up to 16 credits during the summer tuition free (excluding fees) if seats are available on the first day of class and tuition-paying students constitute the minimum number of students required for the course.

Review History:

	Date
Policy Administrator	06/29/2020
Divisional Executive	07/01/2020
General Counsel	10/07/2020
Cabinet	11/20/2020
President	11/23/2020
Board of Trustees	

Policy VI-55: Tuition Waivers for Unemployed Persons: Job Training Program

Summary of Key Changes

The Policy has been updated as follows:

- Clarified language regarding program qualifications;
- Made minor grammatical and formatting changes;
- Updated ‘Review History’ box.

STOCKTON UNIVERSITY

POLICY

Tuition Waivers for Unemployed Persons: Job Training Program

Policy Administrator: Bursar
Authority: N.J.S.A. 18A:64-13.2 & N.J.A.C. 12:23
Effective Date: March 1, 2006; October 12, 2010; February 16, 2011; TBD
Index Cross-References:
Policy File Number: VI-55
Approved By: Board of Trustees

The purpose of the tuition waiver program is to enable certain unemployed individuals to enroll, without payment of tuition and fees, in a job training program, certificate program, or degree program which shall provide them with an identifiable job skill and shall assist them in gaining reemployment. A course of instruction does not assist the individual in gaining reemployment if the individual already possesses identifiable job skills, unless those skills need to be upgraded in order for the individual to reach a level of self-sufficiency. Identifiable job skill means an identifiable marketable skill in a labor demand occupation. For more information, refer to the "Eligible Coursework" section on page 2 of this policy.

This policy applies to eligible individuals who are legal residents of the State of New Jersey.

Only one degree or one degree-bearing professional certificate from Stockton University may be earned under this tuition waiver program with the course of study determined by the Department of Labor to lead to a job in a labor demand occupation as defined in N.J.S.A. 34:1A-86. Tuition may be waived from one or more courses while earning the degree or professional certificate over a period of semesters. Tuition waivers will not be accepted in cohort-based graduate programs. Once a degree or professional certificate has been earned, future participation in the unemployment waiver program is prohibited. Should an individual earn a degree from the University under this program and wish to take additional courses or pursue a graduate degree, a degree-bearing professional certificate, or a second undergraduate degree, the individual will be financially responsible for tuition and appropriate fees.

PROOF OF ELIGIBILITY

Persons seeking to enroll under the job training program shall submit to the Bursar's Office:

- Documentation from the New Jersey Department of Labor One-Stop Career System verifying their past presence in the labor market for at least two years and their unemployed status or receipt of a layoff notice. Proof of eligibility shall be dated no earlier than 30 days prior to the University's course registration day for eligible individuals for the semester in which the job training course is taken.

ELIGIBILITY FOR FINANCIAL AID

- Each eligible individual seeking to enroll in credit courses under this program is responsible for filing a Free Application for Federal Student Aid (FAFSA) financial aid application and providing the University with all information necessary to determine possible financial aid eligibility. The application must be filed on or before the day of registration. If additional information is required, it must be provided within five (5) days of the request or the waiver will be denied. If an individual is ineligible for State or Federal financial aid due to a default on a student loan, enrollment in the tuition waiver program is prohibited.
- In determining eligibility for financial aid, the University shall first consider both State and Federal sources of aid including grants, scholarships and any other sources of financial aid (other than loans) available to the institution's general student population.
- When financial aid (other than loans) is not sufficient to pay the full amount of tuition and fees at the University, the student shall be entitled to have the remaining amount of tuition and fees waived by the University.

ELIGIBLE COURSEWORK

- All credit-bearing course offerings are eligible under this program (with the exception of cohort-based graduate programs as noted previously). However, a given course or program shall focus on an identifiable job skill or prerequisite skills for the specific job skill as indicated in the individual's Employability Development Plan approved by the One-Stop Career Center.
- Only those courses in which enrollment space is available on the first day of classes and tuition-paying students constitute the minimum number required for the course shall be open to eligible individuals under this program. Individuals are not eligible for permits in closed course sections or enrollment in an independent study. Students are not permitted to be "wait listed" for a course on the day of registration.
- The University is permitted to designate a separate registration period for eligible individuals seeking to enroll in the program after the registration period for tuition-paying students is complete.

The University has designated the first day of class each semester or summer sub-term for registration. If a student chooses to register earlier, they will forfeit the right to have their tuition charges waived under this program.

EMPLOYMENT DURING SEMESTER

- Any individual participating in this program who obtains employment subsequent to the commencement of the semester shall be permitted to complete the semester in progress as a participant in the program.

APPLICATION OF GENERAL INSTITUTIONAL RULES

- Students participating under this program shall be governed by those procedures and rules applicable to the University's regularly-enrolled student population, including rules regarding academic progress and standards for the admission of students into specific degree programs at the undergraduate and graduate level.

FINANCIAL OBLIGATION OF ELIGIBLE STUDENTS

- There is a $20 registration fee per academic term.
- Students are responsible for the cost of equipment, materials, textbooks and laboratory or equipment usage fees required for a specific course or program, as well as fees which are dedicated to self-sustaining funds, such as parking fines, other optional user fees and other fees as determined by the Bursar's office.

REGISTRATION

- Students are required to meet with Stockton University staff prior to enrollment. Undergraduate students must meet with Academic Advising staff while graduate students must meet with the Office of Graduate Studies staff prior to the day of registration. These offices will review the student's One-Stop Center's Employability Development Plan to determine the relevant courses.
- A registration hold will be placed on the accounts of students using an unemployment waiver and released on the day designated for registration.
- Students may drop, not add, courses during the designated drop/add period for all students. Students may only change a course or course section through 11:59 p.m. on the day they register.

Review History:

	Date
Policy Administrator	06/29/2020
Divisional Executive	07/01/2020
General Counsel	10/07/2020
Cabinet	11/20/2020
President	11/23/2020
Board of Trustees	

Policy VI-28: Policy Prohibiting Discrimination in the Workplace

Summary of Key Changes

The Policy has been updated as follows:

- Updated for consistency with the August 19, 2020 revisions to the New Jersey State Policy Prohibiting Discrimination in The Workplace.
- Identifies pregnancy as a stand-alone protected category.
- Clarifies that posts on social media whether made on a business or personal device are subject to the policy.
- Expands “extension of the workplace” to include social media posts that are made outside of the workplace.
- Includes sexual assault as a form of sexual harassment.
- Advises employees they have the right to file a criminal complaint if they believe they have been subjected to unwelcome sexual physical contact, as well as filing an EEO complaint.
- Clarifies that EEO investigations should be maintained as confidential records to the extent practicable.
- Updated confidentiality provision.
- Requires additional training for persons responsible for handling complaints involving discrimination and harassment.

STOCKTON UNIVERSITY

POLICY

Policy Prohibiting Discrimination in the Workplace*

Policy Administrator: Chief Officer for EEO and Compliance
Authority: N.J.A.C. 4a:7-3.1 & 3.2
Effective Date: December 16, 1999; June 3, 2005; August 20, 2007; February 16, 2011; TBD
Index Cross-References: Procedure 6360: Procedures for Internal Complaints Alleging Discrimination in the Workplace
Policy File Number: VI-28
Approved By: Board of Trustees

I. POLICY

A. Protected Categories

Stockton University is committed to providing every University employee and prospective University employee with a work environment free from prohibited discrimination or harassment. Under this policy, forms of employment discrimination or harassment based upon the following protected categories are prohibited and will not be tolerated: race, creed, color, national origin, nationality, ancestry, age, sex/gender, pregnancy, marital status, civil union status, domestic partnership status, familial status, religion, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, liability for service in the Armed Forces of the United States, or disability.

To achieve the goal of maintaining a work environment free from discrimination and harassment, the University strictly prohibits the conduct that is described in this policy. This is a zero-tolerance policy. This means that the State and its agencies reserve the right to take either disciplinary action, if appropriate, or other corrective action, to address anyunacceptable conduct that violates this policy, regardless of whether the conduct satisfies the legal definition of discrimination or harassment.

*This policy is a replica of the New Jersey State Policy Prohibiting Discrimination in the Workplace except that it includes a statement on Consensual Relationships.

B. Applicability

Prohibited discrimination/harassment undermines the integrity of the employment relationship, compromises equal employment opportunity, debilitates morale and interferes with work productivity. Thus, this policy applies to all employees and applicants for employment in State departments, commissions, State colleges or universities, agencies and authorities. Stockton University will not tolerate harassment or discrimination by anyone in the workplace including supervisors, co-workers, and employees of Gubernatorial Transition Offices or persons doing business with the University. This policy also applies to both conduct that occurs in the workplace and conduct that occurs at any location that can be reasonably regarded as an extension of the workplace (any field location, any off-site business-related social function, or any facility where University business is being conducted and discussed). This policy also applies to posts on any social media site and/or election device, personal or business that adversely affects the work environment defined by the State Policy.

This policy also applies to third party harassment. Third party harassment is unwelcome behavior involving any of the protected categories referred to in (A) above that is not directed at an individual but exists in the workplace and interferes with an individual's ability to do their job. Third-party harassment based upon any of the aforementioned protected categories is prohibited by this policy.

II. PROHIBITED CONDUCT

A. Defined

It is a violation of this policy to engage in any employment practice or procedure that treats an individual less favorably based upon any of the protected categories referred to in I(A) above. This policy pertains to all employment practices such as recruitment, selection, hiring, training, promotion, transfer, assignment, layoff, return from layoff, termination, demotion, discipline, compensation, fringe benefits, working conditions and career development.

It is also a violation of this policy to use derogatory or demeaning references regarding a person's race, gender, age, religion, disability, affectional or sexual orientation, ethnic background, or any other protected category set forth in I(A) above: A violation of this policy can occur even if there was no intent on the part of an individual to harass or demean another.

<u>Examples of behaviors that may constitute a violation of this policy include, but are not limited to:</u>

- Discriminating against an individual with regard to terms and conditions of employment because of being in one or more of the protected categories referred to in I(A) above;
- Treating an individual differently because of the individual's race, color, national origin or other protected category, or because an individual has the physical, cultural, or linguistic characteristics of a

racial, religious, or other protected category;

- Treating an individual differently because of marriage to, civil union to, domestic partnership with, or association with persons of a racial, religious or other protected category; or due to the individual's membership in or association with an organization identified with the interests of a certain racial, religious or other protected category; or because an individual's name, domestic partner's name, or spouse's name is associated with a certain racial, religious or other protected category;
- Calling an individual by an unwanted nickname that refers to one or more of the above protected categories, or telling jokes pertaining to one or more protected categories;
- Using derogatory references with regard to any of the protected categories in any communication;
- Engaging in threatening, intimidating, or hostile acts toward another individual in the workplace because that individual belongs to, or is associated with, any of the protected categories; or
- Displaying or distributing material (including electronic communications) in the workplace that contains derogatory or demeaning language or images pertaining to any of the protected categories.

B. Sexual Harassment

It is a violation of this policy to engage in sexual (or gender-based) harassment of any kind, including hostile work environment harassment, quid pro quo harassment, or same-sex harassment. For the purposes of this policy, sexual harassment is defined, as in the Equal Employment Opportunity Commission Guidelines, as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when, for example:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

<u>Examples of prohibited behaviors that may constitute sexual harassment and are therefore a violation of this policy include, but are not limited to:</u>

- Generalized gender-based remarks and comments;
- Unwanted physical contact such as intentional touching, grabbing, pinching, brushing against another's body or impeding or blocking movement;
- Sexual physical contact that involves any form of coercion, force,

or lack of consent, such as sexual assault;

- Verbal, written or electronic sexually suggestive or obscene comments, jokes or propositions including letters, notes, e-mail, text messages, invitations, gestures or inappropriate comments about a person's appearance;
- Visual contact, such as leering or staring at another's body; gesturing; displaying sexually suggestive objects, cartoons, posters, magazines or pictures of scantily-clad individuals; or displaying sexually suggestive material on a publicly-accessed platform, e.g., bulletin board, locker room wall, screen saver;
- Explicit or implicit suggestions of sex by a supervisor or manager in return for a favorable employment action such as hiring, compensation, promotion, or retention;
- Suggesting or implying that failure to accept a request for a date or sex would result in an adverse employment consequence with respect to any employment practice such as performance evaluation or promotional opportunity; or
- Continuing to engage in certain behaviors of a sexual nature after an objection has been raised by the target of such inappropriate behavior.

III. CONSENSUAL RELATIONSHIPS

Because the relationship between supervisor/supervisee is central to the working relationship, it is essential to establish that a standard of expected conduct in that relationship goes beyond the proscription against sexual harassment. With respect to sexual relations in particular, what might appear to be consensual, even to the parties involved, may in fact not be so. On this basis, any sexual relations between supervisor and a subordinate of that supervisor are inappropriate. Any person in a supervisory capacity or a position of authority enters at their peril into sexual relations with a subordinate.

IV. EMPLOYEE RESPONSIBILITIES

Any employee who believes that they have been subjected to any form of prohibited discrimination/harassment, or who witnesses others being subjected to such discrimination/harassment, is encouraged to promptly report the incident(s) to a supervisor or directly to the University's Chief Officer for EEO and Compliance or to any other persons designated by the University to receive workplace discrimination complaints. A person who wishes to take action about prohibited sexual physical contact can file a criminal complaint with the Stockton Police Department or with law enforcement of the municipality where the incident occurred. That person can also make a criminal report and a report to their supervisor/manager and/or Equal Employment Opportunity/Affirmative Action (EEO/AA) Officer; one does not have to choose one or the other.

All employees are expected to cooperate with investigations undertaken pursuant to VII below. Failure to cooperate in an investigation may result in administrative and/or disciplinary action, up to and including termination of

employment.

V. SUPERVISOR RESPONSIBILITIES

Supervisors shall make every effort to maintain a work environment that is free from any form of prohibited discrimination/harassment. Supervisors shall immediately refer allegations of prohibited discrimination/harassment to the University's Chief Officer for EEO and Compliance, or any other individual designated by the University to receive complaints of workplace discrimination/harassment. A supervisor's failure to comply with these requirements may result in administrative and/or disciplinary action, up to and including termination of employment. For purposes of this section, and in the State of New Jersey Model Procedures for Processing Internal Complaints Alleging Discrimination in the Workplace ("Model Procedures", N.J.A.C. 4A:7-3.2), a supervisor is defined broadly to include any manager or other individual who has authority to control the work environment of any other staff member (for example, a project leader) as defined in N.J.A.C. 4A:7-3.1(e).

VI. DISSEMINATION

The University shall annually distribute the policy described in this section, or a summarized notice of it, to all its employees, including part-time and seasonal employees. The policy, or summarized notice of it, shall also be posted in conspicuous locations throughout the buildings and grounds of the University (that is, on bulletin boards or in the University's intranet site). The Department of the Treasury shall distribute the policy to Statewide vendors/contractors, whereas the University shall distribute the policy to vendors/contractors with whom the University has a direct relationship.

VII. COMPLAINT PROCESS

The University shall follow the Model Procedures with regard to reporting, investigating, and where appropriate, remediating claims of discrimination/ harassment. See N.J.A.C. 4A:7-3.2. The University is responsible for designating an individual or individuals to receive complaints of discrimination/harassment, investigating such complaints, and recommending appropriate remediation of such complaints. In addition to the Chief Officer for EEO and Compliance, the University shall designate an alternate person to receive claims of discrimination/harassment.

All investigations of discrimination/harassment claims shall be conducted in a way that respects, to the extent possible, the privacy of all the persons involved. The investigations shall be conducted in a prompt, thorough and impartial manner. The results of the investigation shall be forwarded to the University President to make a final decision as to whether a violation of the policy has been substantiated.

Where a violation of this policy is found to have occurred, the University shall take prompt and appropriate remedial action to stop the behavior and deter its reoccurrence. The University shall also have the authority to take prompt and appropriate remedial action, such as moving two employees apart, before a final determination has been made regarding whether a violation of this policy has occurred.

The remedial action taken may include counseling, training, intervention, mediation, and/or the initiation of disciplinary action up to and including termination of employment.

The University shall maintain a written record of the discrimination/harassment complaints received. Written records consisting of the investigative report and any attachments, including witness statements, shall be maintained as confidential records to the extent practicable and appropriate and will maintain so indefinitely.

VIII. PROHIBITION AGAINST RETALIATION

Retaliation against any employee who alleges that they were the victim of discrimination/harassment, provides information in the course of an investigation into claims of discrimination/harassment in the workplace, or opposes a discriminatory practice, is prohibited by this policy. No employee bringing a complaint, providing information for an investigation, or testifying in any proceeding under this policy shall be subjected to adverse employment consequences based upon such involvement or be the subject of other retaliation.

Following are examples of prohibited actions taken against an employee because the employee has engaged in activity protected by this subsection:

- Termination of an employee;
- Failing to promote an employee;
- Altering an employee's work assignment for reasons other than legitimate business reasons;
- Imposing or threatening to impose disciplinary action on an employee for reasons other than legitimate business reasons; or
- Ostracizing an employee (for example, excluding an employee from an activity or privilege offered or provided to all other employees).

IX. FALSE ACCUSATIONS AND INFORMATION

The burden is on the complainant to articulate a sufficient nexus between the alleged conduct and a protected category pursuant to the State Policy. An employee who knowingly makes a false accusation of prohibited discrimination/harassment or knowingly provides false information in the course of an investigation of a complaint, may be subjected to administrative and/or disciplinary action, up to and including termination of employment. Complaints made in good faith, however, even if found to be unsubstantiated, shall not be considered a false accusation.

X. CONFIDENTIALITY

All complaints and investigations shall be handled, to the extent possible, in a manner that will protect the privacy interests of those involved. To the extent practical and appropriate under the circumstances, confidentiality shall be maintained throughout the investigatory process. In the course of an investigation, it may be necessary to discuss the claims with the person(s) against whom the complaint was filed and other persons who may have

relevant knowledge or who have a legitimate need to know about the matter. All persons interviewed, including witnesses, shall be directed not to discuss any aspect of the investigation with others in light of the important privacy interests of all concerned. Failure to comply with this confidentiality directive may result in administrative and/or disciplinary action, up to and including termination of employment. In order to protect the integrity of the investigation, minimize the risk of retaliation against the individuals participating in the investigative process, and protect the important privacy interests of all concerned, the EEO/AA Officer/Investigator shall request that all persons interviewed, including witnesses, not discuss any aspect of the investigation with others, unless there is a legitimate business reason to disclose such information.

XI. ADMINISTRATIVE AND/OR DISCIPLINARY ACTION

Any employee found to have violated any portion or portions of this policy may be subject to appropriate administrative and/or disciplinary action which may include, but which shall not be limited to: referral for training, referral for counseling, written or verbal reprimand, suspension, reassignment, demotion or termination of employment. Referral to another appropriate authority for review for violation of State and Federal statutes may also be appropriate.

XII. TRAINING

The University shall provide all new employees with training on the policy and procedures set forth in this section within a reasonable period of time after each new employee's appointment date. Refresher training shall be provided to all employees, including supervisors, within a reasonable period of time. The University shall also provide supervisors with training on a regular basis regarding their obligations and duties under the policy and regarding procedures set forth in this section.

State employees responsible for managing and investigating complaints of harassment or discrimination, in consultation with the Division of EEO/AA and another organization with expertise in response to and prevention of sexual violence, such as the Department of Law and Public Safety and the New Jersey Coalition Against Sexual Assault, shall receive additional training. Each State employee who receives such additional training shall complete a refresher course every three years.

Review History:

	Date
Policy Administrator	11/05/2020
Divisional Executive	11/05/2020
General Counsel	11/11/2020
Cabinet	11/19/2020
President	11/23/2020
Board of Trustees	

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 policy:

- I-67: Disability, Accessibility, and Reasonable Accommodations
- VI-45: Refunds Upon Withdrawal

The Board of Trustees has completed a first review of this policy action on September 23, 2020, and therefore be it

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

Policy I-67: Disability, Accessibility, and Reasonable Accommodations

Summary of Key Changes

The Policy has been updated as follows:

- Rephrased referrals to Section 504 of the *Rehabilitation Act of 1973,* 29 U.S.C. § 701 et seq;
- Minor grammatical changes;
- Removed summary of The Americans with Disabilities Act of 1990 (ADA), 42 U.S.C. §§ 12101-12213.

STOCKTON UNIVERSITY

POLICY

Disability, Accessibility, and Reasonable Accommodations
Policy Administrator: Chief Officer for Diversity and Inclusion Authority: The Americans with Disabilities Act of 1990 (ADA), 42 U.S.C. §§ 12101-12213; The Rehabilitation Act of 1973, 29 U.S.C. § 701 et seq. Effective Date: May 3, 2017; TBD Index Cross-References: Policy File Number: I-67 Approved By: Board of Trustees

Stockton University values diversity and seeks to promote access to employment and educational opportunities. As such, it is committed to full compliance with Section 504 of the *Rehabilitation Act of 1973,* 29 U.S.C. § 701 et seq. ("Section 504") and the Americans with Disabilities Act of 1990, 42 U.S.C. §§ 1201-12213 as amended ("ADA"), and provides reasonable accommodations to qualified employees and students with disabilities to allow for full participation in the University's employment and educational programs and activities. Employees seeking such accommodations must contact the Office of Human Resources. Students seeking such accommodations must contact the Learning Access Program.

Complaints of discrimination based on disability or failure to provide reasonable employment or academic accommodations should be directed to the ADA/504 Coordinator in the Office of Diversity and Inclusion.

Review History:

	Date
Procedure Administrator	05/26/2020
Divisional Executive	05/26/2020
General Counsel	08/06/2020
Cabinet	08/27/2020
President	08/31/2020
Board of Trustees	

Policy VI-45: Refunds Upon Withdrawal

Summary of Key Changes

The Policy has been updated as follows:

- Made minor grammatical and formatting changes;
- Updated ‘Review History’ box;
- Added clarifying language to the first sentence of the policy stating when a student may be entitled to a refund;
- Added section from the corresponding Procedure about extraordinary circumstances based on Peter’s and Brett’s comments;
- Removed statement that the President will establish a corresponding procedure.

STOCKTON UNIVERSITY

POLICY

Refunds Upon Withdrawal

Policy Administrator: Bursar
Authority: N.J.S.A. 18A: 3-14
Effective Date: January 11, 1977; June 9, 2009; November 22, 2010; February 16, 2011; July 11, 2012; TBD
Index Cross-References: Procedure 6400: Refunds Upon Withdrawal
Policy File Number: VI-45
Approved By: Board of Trustees

A student who withdraws from the University or has a reduction in academic load may be eligible for a refund of a portion of tuition and fees based upon the student's status as full-time or part-time and the timing of the withdrawal from University or the reduction in academic load.

Refunds of some or all of a student's payments of tuition and fees after the deadlines listed in the Academic Calendar may be warranted in extraordinary circumstances that are beyond a student's control, such as military service or a serious illness requiring home or hospital care.

Review History:

	Date
Procedure Administrator	06/29/2020
Divisional Executive	07/01/2020
General Counsel	08/13/2020
Cabinet	08/27/2020
President	08/31/2020
Board of Trustees	

STOCKTON UNIVERSITY

Board of Trustees

December 9, 2020

PERSONNEL ACTIONS RESOLUTION

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.

STOCKTON UNIVERSITY
BOARD OF TRUSTEES
RESOLUTION FOR PERSONNEL ACTIONS
December 9, 2020

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/PROFESSIONAL STAFF/MANAGERS

Name	Title	Division	Effective Dates	Salary	Preauthorized
Blair, Donna	Director of Operations 60%	AA	11/9/20	$55,000	11/5/20
Gross, Jeffrey	Associate Director of Facilities Management	FO	11/9/20	$85,000	10/22/20
Yufer, Robert	Procurement Manager	AF	10/26/20	$80,000	10/22/20

FACULTY PROMOTIONS

Name	Title	Division	Effective Dates	Salary	Notes
Aguiar, Adam	Associate Professor of Biology 75%	AA	9/1/22	$70,251	
Agyare, Benjamin	Assistant Professor of Physics	AA	9/1/21	$79,760	
Hultquist, Aleksondra	Associate Professor of Critical Thinking and First-Year Studies	AA	9/1/21	$83,103	

Quain, William	Professor of Hospitality and Tourism Management Studies	AA	9/1/21	$120,656	
Rodriguez, Michael	Professor of Political Science	AA	9/1/21	$113,638	
Sedia, Ekaterina	Professor of Biology	AA	9/1/21	$125,298	
Shah, Amee	Professor of Health Science	AA	9/1/21	$116,015	
Siecienski, Edward	Professor of Religion	AA	9/1/21	$116,015	

AFT PROFESSIONAL STAFF – YEARS 3, 4, 5

Name	Title	Division	Effective Dates	Salary	Notes
Allen, Luz	Assistant Director, Counseling Services	SA	7/1/21 – 6/30/22	$80,075	
Bakley, Alyson	Assistant Director of Admissions	EM	7/1/21 – 6/30/22	$80,075	
Bittner, Scott	Head Men's Basketball Coach	OPR	7/1/21 – 6/30/22	$74,722	
Boney, Janette	Clinical Education Support Specialist	AA	7/1/21 – 6/30/24	$103,844	
Coyle, Taylor	Professional Services Specialist 4	AA	7/1/21 – 6/30/24	$57,361	
DeRooy, Enrico	Assistant Director of Admissions & Transfer Coordinator	EM	7/1/21 – 6/30/22	$80,075	

Drysdale, Jestina	Complex Director	SA	7/1/21 – 6/30/22	$54,972	
Duffey, Mariah	Assistant Director, Office of Continuing Studies	AA	7/1/21 – 6/30/22	$75,544	
Easton, Christine	Complex Director	SA	7/1/21 – 6/30/22	$54,972	
Ellis, Jordan	Liaison for Communication Studies and Academic Support	AA	7/1/21 – 6/30/22	$54,972	
Farina, Amanda	Assistant Registrar	AA	7/1/21 – 6/30/22	$81,232	
Feng, Yibin	International Student Advisor	AA	7/1/21 – 6/30/24	$57,361	
Fisher, Mark	Professional Services Specialist 3	ITS	7/1/21 – 6/30/22	$60,877	
Hallagan, John	Program Advisor (13M)	AA	7/1/21 – 6/30/22	$54,972	
Hoffman, Steven	Environmental Specialist 1 (13M)	AA	7/1/21 – 6/30/22	$52,582	
Horan, Edward	Coordinator for Graduate & First-Year Student Support & AC Projects	AA	7/1/21 – 6/30/22	$63,646	
Jefferson, Devin	Head Women's Basketball Coach	OPR	7/1/21 – 6/30/22	$71,953	
Laguer, Shedia	Assistant Director, Student Development	SA	7/1/21 – 6/30/22	$80,075	
Levin, Michael	Assistant Director, Counseling Services	SA	7/1/21 – 6/30/24	$80,075	

Marsh, Tara	Hospitality and Tourism Management Studies Internship Coordinator	AA	7/1/21 – 6/30/24	$71,953	
McConville, Patricia	Coordinator of Services for Students with Disabilities	SA	7/1/21 – 6/30/24	$95,365	
Milillo, Justine	Environmental Specialist 1 (13M)	AA	7/1/21 – 6/30/22	$52,582	
Monroe, Allison	Program Coordinator, NJ CWTP (13M)	AA	7/1/21 – 6/30/24	$66,415	
Patzelt, Kortney	Engagement Coordinator	EVP	7/1/21 – 6/30/22	$57,361	
Peterson, Netesha	Assistant Director, Career Education & Development	SA	7/1/21 – 6/30/22	$74,166	
Petrillo, Ginna	Coordinator of Event Services	SA	7/1/21 – 6/30/22	$68,520	
Pimpinelli, Holly	Coordinator of Field Operations (13M)	AA	12/19/20 – 6/30/22	$56,968	Structural Reclassification
Rivera-Rodriguez, Hilda	Assistant Coordinator of Field Education	AA	9/1/21 – 6/30/22	$74,086	
Robinson, Nathan	Marine Field Station Assistant (Vessels and Equipment)	AA	7/1/21 – 6/30/24	$77,491	
Rodia, James	Assistant Director of Admissions	EM	7/1/21 – 6/30/22	$86,479	
Schiattarella, MaryAnn	Academic Fieldwork Coordinator	AA	7/1/21 – 6/30/22	$100,135	
Schopp, Paul	Assistant Director, South Jersey Culture and History Center	AA	7/1/21 – 6/30/22	$81,356	

Scott, Alexis	Complex Director	SA	7/1/21 – 6/30/22	$52,582	
Shaw, Laura	Assistant Director, Counseling Services	SA	7/1/21 – 6/30/22	$76,873	
Shaw, Matthew	Coordinator of Graduate Studies	EM	7/1/21 – 6/30/22	$64,529	
Strelczyk, Diana	Assistant Director, Office of Continuing Studies	AA	7/1/21 – 6/30/22	$68,520	
Swenson Brilla, Heather	Community Projects Coordinator	AA	7/1/21 – 6/30/22	$63,646	
Tomaro, Lori	Assistant Coordinator of Field Education in Social Work	AA	9/1/21 – 6/30/24	$69,307	
Velez, Angelica	Assistant Director of Financial Aid	EM	7/1/21 – 6/30/24	$86,479	
Woods, Kathleen	Assistant Director of Advancement Services	EVP	7/1/21 – 6/30/22	$65,884	
Zubrzycki, Michael	Senior Liaison for Communications Studies and Academic Support	AA	7/1/21 – 6/30/24	$63,646	
Zulauf, Kevin	Head Men's Lacrosse Coach	OPR	7/1/21 – 6/30/22	$70,469	

UNCOMPENSATED AFFILIATED FACULTY

Name	Title	Division	Effective Dates	Notes
Rosen, David	Affiliated Research Faculty	AA	12/1/20	

STRUCTURAL RECLASSIFICATIONS

Name	Title	Division	Effective Dates	Salary	Preauthorized
Baum, Haley	Dean of Students	SA	10/24/20	$112,883	10/29/20
Garrison, Diane	Executive Director of Budget, Fiscal Planning and Campus Services	AF	12/19/20	$145,000	
Glass, Amy Beth	Assistant Vice President for Academic Affairs	AA	12/19/20	$135,000	
Howard, Chris	Director of Procurement, Contracting and Risk Management	AF	12/19/20	$134,000	
Johnson, Marques	Director, Residential Education and Student Services	SA	10/24/20	$95,000	10/29/20
Pluchino, Brian	Associate Director, Residential Facilities and Retention	SA	10/24/20	$85,000	10/29/20
Suprun, Nicole	Executive Assistant to the Chief Planning Officer & Deputy Chief of Staff	OPR	12/19/20	$75,000	

STATUS CHANGE

Name	Title	Division	Effective Dates	Notes
Johnson, Nordia	Director of Academic Achievement Programs	SA	12/19/20	Remove Interim
Medina, Heather	Director of Admissions	EM	12/19/20	Remove Interim

Zhou, Jiangyuan	Director, Global Engagement and Senior International Officer	AA	12/19/20	Remove Interim

ELIMINATION OF MANAGERIAL POSITIONS

Name	Title	Division	Effective Dates	Notes
DiPietro, Suze	Director of the Performing Arts Center	AA	11/4/20	
Patchel, Devon	Program Director	SASI	11/4/20	
Regn, Todd	Executive Director for the Office of Research and Sponsored Programs	AA	12/14/20	
Schmidt, Saskia	Director of Education, Noyes Museum of Art	AA	11/4/20	

RETIREMENTS

Name	Title	Division	Effective Dates	Notes
Chang-Fitzgibbon, Hoong	Public Services Librarian I/Associate Professor in the Library	AA	12/31/20	
Fortune, Dorothy Joan	Manager of Transportation	FO	12/31/20	
Holtzman, Diane	Associate Professor of Business Studies, Marketing	AA	7/1/21	
Pal, Sipra	Associate Professor of Physics	AA	7/1/21	

Rosner, Lisa	Distinguished Professor of History	AA	7/1/21	
Valerio, Annamarie	Academic Fieldwork Coordinator	AA	4/1/21	
Wang, Jianrong	Assistant Director/Professor in the Library	AA	12/31/20	

EMERITUS STATUS

Name	Title	Division	Effective Dates	Notes
Figart, Deborah	Distinguished Professor of Economics	AA	7/1/21	
Holtzman, Diane	Associate Professor of Business Studies, Marketing	AA	7/1/21	
Mutari, Ellen	Professor of Economics	AA	7/1/21	
Pal, Sipra	Associate Professor of Physics	AA	7/1/21	
Rosner, Lisa	Distinguished Professor of History	AA	7/1/21	
Rubenstein, Joseph	Professor of Anthropology	AA	7/1/21	

RESIGNATIONS

Name	Title	Division	Effective Dates	Notes
Durham, Diane	Clinical Specialist, Occupational Therapy	AA	12/31/20	

Horan, Martin	Assistant Athletics Coordinator	OPR	11/25/20	
Kovalick, Heidi	Director of Financial Aid	EM	10/9/20	
Quinn, Margaret	Director of Procurement & Contracting	AF	10/16/20	
Redding, Adam	Assistant Director of Academic Science Labs and Field Facilities	AA	10/13/20	
Shivers, Carole	Tax Manager	AF	10/23/20	
Sramaty, Emily	Liaison for Event Planning and Promotion	AA	10/31/20	
Usinger, Luanne	Health Educator	SA	12/11/20	

STOCKTON UNIVERSITY

BACKGROUND STATEMENT

Donna M. Blair

I. EDUCATIONAL BACKGROUND

Master of Science, Educational Leadership Monmouth University, West Long Branch, NJ	2005
Master of Arts, Special Education New Jersey City University, Jersey City, NJ	1996
Bachelor of Arts, English Education Rutgers University, New Brunswick, NJ	1978

II. PROFESSIONAL EXPERIENCE

TES, Director of Operations Stockton University, School of Education, Galloway, NJ	2019-present
Director of Curriculum and Instruction Greater Egg Harbor Regional High School, Mays Landing, NJ	2012-2018
Adjunct Faculty Stockton University, School of Education, Galloway, NJ	2009-present
Supervisor Absegami High School, Galloway, NJ	2005-2012
Teacher Spring Lake Board of Education, Spring Lake, NJ	1993-2005

III. OTHER INFORMATION

Certifications: School Administrator – CE, Principal, Supervisor, Teacher of English, Teacher of the Handicapped, Elementary School Teacher
Supervisor of Student Teachers, School of Education, Stockton University, 2009-present
Memberships: New Jersey Association of School Administrators, New Jersey Principal and Supervisors Association, ASCD/NJASCD, Phi Delta Kappa – Richard Stockton Chapter

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Donna Blair has been filling the position of Director of Operations as a TES since 2019. With her certifications and experience as Director of Curriculum and Instruction she is uniquely qualified for the position. Through her long employment as an Adjunct Faculty in the School of Education, she is also familiar in detail with the processes and procedures of the school. She will be a great asset to the School of Education.

RECOMMENDED FOR:

Director of Operations 60%

STOCKTON UNIVERSITY

BACKGROUND STATEMENT

Jeffrey Gross

I. EDUCATIONAL BACKGROUND

BA, Business Administration Rutgers University	1985

II. PROFESSIONAL EXPERIENCE

Planner / Estimator Rutgers University, New Brunswick, NJ	2016-2020
Senior Carpenter Rutgers University, Camden, NJ	2013-2016
Owner J. Gross & Sons, LLC	2008-2013
CEO / Owner Artisan Ceilings, Inc.	1987-2009
Co-Owner Leader Ventures, LLC	2005-2007

III. OTHER INFORMATION

Project Management EH&S Certificate - April 2018
NJ Indoor Air Quality Standard and Infection Control Risk Assessment Certificate - May 2018

The Associate Director of Facilities Management is essential to Plant Operations as the person oversees the various trade shops and serves as the lead person for various projects. The candidate is currently a Planner/Estimator for Rutgers University where he serves as project manager, coordinating various phases of construction projects - review of architectural/engineering designs, verification of cost estimates, selection of vendors/contractors, execution of work procedures and job schedules, storage of materials, and ensure all parties are informed of the progress and completion. The candidate also owned and operated several construction and home improvement businesses.

RECOMMENDED FOR:

Associate Director of Facilities Management

STOCKTON UNIVERSITY

BACKGROUND STATEMENT

ROBERT YUFER

I. EDUCATIONAL BACKGROUND

Master of Arts, Higher Education Administration Rowan University, Glassboro, NJ	Spring 2012
Bachelor of Arts, History Rowan University, Glassboro, NJ	Spring 2007

II. PROFESSIONAL EXPERIENCE

Office of Contracting & Procurement - Prof. Service Specialist Rowan University, Glassboro, NJ	08/2012 - Present
Adjunct Professor, College of Humanities & Social Services Rowan University, Glassboro, NJ	01/2018 - Present
Graduate Assistant Rowan University, Glassboro, NJ	09/2010 - 08/2012
Resident Director Rowan University, Glassboro, NJ	05/2010 - 09/2010
Resident Assistant Rowan University, Glassboro, NJ	09/2009 - 05/2010

III. OTHER INFORMATION

Other course highlights include: Public Relations: Law & Ethics; Legal Issues in Higher Education; and Planning/Resource Allocations in Higher Education.

Robert has eight years experience specializing in public procurement for another New Jersey institution of higher education. He is well versed in Ellucian Banner 9 and Banner Finance procurement functions. He has extensive experience developing publicly advertised RFPs and collaborating with university faculty and staff to obtain required goods and services. He also has experience developing purchasing policies and procedures and training colleagues across all divisions. Robert will be a valuable asset to the University's procurement and contracting team.

RECOMMENDED FOR:

Procurement Manager