



Stockton University

BOARD OF TRUSTEES MEETING

WEDNESDAY, May 4, 2022

AGENDA

The Meeting will open to the public at 12:00 p.m. in the President's Conference Room (K203r), Galloway Campus. Immediately following action on the resolution to meet in closed session, members of the public will be asked to leave the room.

The Board will reconvene for the Open Public Meeting at 3:30 p.m. in the Michael Jacobson Board of Trustees Room on the Galloway Campus.

Notice of Public Meeting: As required by the Open Public Meetings Act, on December 1, 2021, a 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) sent to the Press of Atlantic City and 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.

- 1) Call to Order and Roll Call, **Trustee Ciccone, Board Chair**
- 2) **Action Item:** [Approval of Regular Meeting Minutes of February 23, 2022](#)
- 3) **Action Item:** [Resolution to Meet in Closed Session](#)

The Board will approve a resolution to meet in closed session to review and discuss personnel matters; terms and conditions of collective bargaining agreements; pending or anticipated litigation; matters involving the purchase, lease, or acquisition of real estate property; public safety matters, and other items exempt under the Open Public Meetings Act.

- 4) Call to Order and Roll Call to reconvene Open Public Meeting: **Trustee Ciccone, Board Chair**
- 5) President's Report: **Dr. Kesselman**

Special Recognitions:

- New Jersey State Association of Chiefs of Police (NJSACOP) recognizing Stockton Police's Reaccreditation
- Coach Scott Bittner, New Jersey Athletic Conference (NJAC) Coach of the Year

6) Committee Reports

- a. Academic Affairs and Planning Committee Report: **Trustee Davis, Chair**
- b. Student Success Committee Report: **Trustee Valentin, Chair**
- c. Finance and Professional Services Committee Report: **Trustee Ellis, Chair**

Information Items:

- Tuition Hearing Summary Report

Action Items: Resolutions: Consent Agenda

- [Continuation of FY22 Budget into FY23](#)
- [FY23 Meal Plan Rates](#)
- [FY23 - FY27 Bid Waiver Contracts](#)
- [FY22 - FY23 Increase in Bid Waiver Contracts](#)

- d. Audit Committee Report: **Trustee Dolce, Chair**
 - e. Buildings and Grounds Committee Report: **Trustee Schoffer, Chair**
- Action Items: Resolution:**
- [Endorsement of 2022 Emergency Operations Plan](#)
- 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 \(First Reading\)](#)

- VI-80 Plant Management (*recommend for deletion*)

Action Items: Resolution: [Approval of University Policies \(Second Reading\)](#)

Revised Policies:

- VI-10 Applicability of Civil Service Rules and Regulations
- VI-10.2 Faculty and Unclassified Staff Represented by the Stockton Federation of Teachers
- VI-10.3 Performance Evaluation
- VI-10.6 Agreements Resulting from Collective Negotiations
- VI-11.1 Office Hours, Work Week, Lunch Period, Breaks and Emergency Closing
- VI-12 Supplemental Compensation Upon Retirement
- VI-23 Managerial Hours of Work

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 3:30 p.m. on Wednesday, July 20, 2022, at the John F. Scarpa Academic Center, Atlantic City, New Jersey, in the Fannie Lou Hamer Event Room.

Adjournment

STOCKTON UNIVERSITY
BOARD OF TRUSTEES MEETING
OPEN PUBLIC MINUTES

Wednesday, February 23, 2022

Trustees Present (*via Zoom)	Trustee Raymond Ciccone, Chair Trustee Andy Dolce, Vice Chair Trustee Nelida Valentin, Secretary Trustee Nancy Davis Trustee Collins Days, Sr. *Trustee Mady Deininger Trustee Stan Ellis Trustee Sonia Gonsalves *Trustee Michelle Keates Trustee Leo Schoffer Trustee Meg Worthington *Trustee Jaiden Chavis, Student Trustee Trustee Liliana Morales, Student Trustee Alternate Dr. Harvey Kesselman, President and Ex Officio
Absent	Trustee Jose Lozano
Call to Order	Trustee Ciccone called the meeting to order at 12:45 p.m. on Wednesday, February 23, 2022 on the Galloway Campus in the President’s Conference Room (K-203r). On December 1, 2021, a notice of this meeting, as required by the Open Public Meetings Act, was (a) posted on the University’s Website; (b) sent to the Press of Atlantic City and the Daily Journal, (c) and 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 December 8, 2021	Upon a motion duly made by Trustee Worthington and seconded by Trustees Davis, the Board voted to adopt the Open Public Meeting minutes of the December 8, 2021 Board of Trustees Open Public Meeting.
Resolution to Meet in Closed Session	Upon a motion duly made by Trustee Schoffer and seconded by Trustee Worthington, the Board voted to meet in closed session at 12:45 p.m.
Reconvene of Open Public Meeting	Trustee Ciccone reconvened the Open Public Meeting at 3:30 p.m.
Chair’s Remarks	Trustee Ciccone welcomed everyone to the meeting and acknowledged and thanked the University community for the

	<p>numerous Black History Month's events and celebrations.</p>
<p>President's Report</p>	<p>President Kesselman asked for a moment of silence for two long-time faculty members who recently passed: Dr. Lucinda Jassel, Professor Emerita, Political Science; and Dr. Jamie Cromartie, Associate Professor Emeritus, Environmental Studies.</p> <p>President Kesselman welcomed guests from the Galloway Township Council, who presented a proclamation in recognition of Stockton's 50th anniversary.</p> <p>President Kesselman acknowledged the success of the University's women's and men's basketball teams.</p> <p>President Kesselman thanked the faculty and staff for attending his bi-annual address on February 18, 2022.</p>
<p>Academic Affairs & Planning Committee Report (AA&P)</p>	<p>Trustee Davis, Committee Chair, provided a summary of the February 22, 2022, committee meeting, which included four resolutions as part of a consent agenda:</p> <ul style="list-style-type: none"> • Endorsement of Middle States Commission on Higher Education 2021-2022 Self Study Report. • Endorsement of the Academic Year Calendar for the Fall 2022 and Spring 2023 terms. • Conferral of Honorary Degree to Dr. Brian K. Bridges, Stockton University's Commencement Speaker for May 2022. • Conferral of Honorary Degree to Mr. Jon F. Hanson <p>Upon a motion duly made by Trustee Ciccone and seconded by Trustee Schoffer, the Board voted to adopt the resolutions.</p> <p>Trustee Davis called on Leamor Kahanov, Provost & Vice President for Academic Affairs, who reported on the following information items:</p> <p>A new pilot program called "Live, Work, Learn" will provide undergraduate students the opportunity to live in the Atlantic City residential complex during the summer with room costs paid for by a local partner who will employ the student during the summer. The students will also take a four-credit work-readiness course for free. The program hopes to have 40 students participate this summer.</p> <p>The Academic Affairs Division is undertaking market analyses for potential new academic programs.</p>
<p>Student Success Committee Report</p>	<p>Trustee Valentin, Committee Chair, provided a summary of the February 22, 2022 committee meeting, which included discussions about racial equity performance gaps, student resilience, the Stockton Cares program, and the importance of clubs and organizations to student success.</p>

	<p>Trustee Valentin called on Bob Heinrich, Chief Enrollment Management Officer, to report. Bob first thanked the student admissions ambassadors who assist prospective students and their families when they visit campus. Bob then provided an update regarding the Spring 2022 enrollment figures along with a multi-year analysis of overall student headcount and full-time equivalency.</p> <p>Chris Catching, Vice President of Student Affairs, summarized the committee’s discussions on student health equity, including Stockton’s participation in a nationwide Healthy Minds survey designed to assess the mental health and well-being of Stockton’s students (almost 2,000 Stockton students participated). Catching acknowledged the work of Haley Baum, Dean of Students, and the staff in the Dean of Students office as well as the University’s counseling staff, the Stockton Cares team, and Zupenda Davis-Shine Interim Assistant Vice President for Student Health and Wellness, and the Student Health Services team for their efforts regarding student health equity.</p> <p>Chris also announced the University has been named one of “The Most Promising Places to Work in Student Affairs” for 2022 by the national publication <i>Diverse: Issues in Higher Education</i>.</p> <p>President Kesselman stated that, at the recent New Jersey President’s Council (NJPC) meeting, the number one topic of conversation was the mental health of students and how the issue is impacting college campuses. President Kesselman (as chair of the NJPC) said he is working with the State Secretary of Higher Education to create a statewide task force to study this issue and develop recommendations.</p> <p>President Kesselman acknowledged the work undertaken by the University community for the Middle States reaccreditation process, particularly the efforts of the Self Study co-chairs: Robert Heinrich, Claudine Keenan, and Manish Madan.</p>
<p>Finance and Professional Services Committee Report</p>	<p>Trustee Ellis, Committee Chair, identified two resolutions as part of a consent agenda that were endorsed at the committee meeting.</p> <ul style="list-style-type: none"> • FY23 Housing Rents. The weighted average increase will be \$84 per semester, which represents an approximate 1.8% increase. • FY22-FY23 Increase in Bid Waiver Contract for Accuspec for the upgrade of 15 additional fume hood control systems in the Unified Science Center I. <p>Upon a motion duly made by Trustee Worthington and seconded by Trustee Ciccone, the Board voted to adopt the resolutions.</p> <p>Trustee Ellis stated the recent update to the State College Contracts Law (SCCL) increases the bid waiver threshold for certain categories from \$35,000 to \$100,000 and also adds several new exceptions to</p>

	<p>the public bidding requirement. It is expected these changes will result in an approximate 20% reduction in the number of bid waivers the Board will need to consider. The updated SCCL also enables state colleges and universities to establish a cooperative pricing system whereby Stockton can utilize pricing obtained by one of the University's peer institutions.</p> <p>Trustee Ellis acknowledged the leadership of Jennifer Potter, Vice President for Administration & Finance and Chief Financial Officer, Chris Howard, Director of Procurement, Contracting & Risk Management, and their teams to expand the University's competitive bidding process.</p> <p>Trustee Ellis stated a revised budget forecast for FY22 projects a slight surplus in the overall budget due to expense savings.</p> <p>Trustee Ellis stated the committee received updates on various campus services from Diane Garrison, Executive Director of Budget, Financial Planning, & Campus Services, including dining, bookstore, mail services, and the Osprey card program. Overall, these services are performing at or better than original fiscal projections.</p> <p>Trustee Ellis stated that at the Board's Executive Committee meeting on February 4, 2022, the committee approved an increase of \$131,000 for Backes & Hill to extend their services as the University's interim director of Title IX and Equal Employment Opportunity while the University continues its national search for a permanent director.</p>
<p>Audit Committee Report</p>	<p>Trustee Dolce, Committee Chair, acknowledged the work of Jennifer Potter and her team in managing the University's finances under difficult conditions during the COVID pandemic.</p> <p>Trustee Dolce reported on the following two information items:</p> <ul style="list-style-type: none"> • The Audit Committee is waiting for pension information from the State in order to complete the University's FY21 audit. • The University's internal auditors, Baker Tilly, completed their review of the Athletics' Office time and attendance reporting. The report has been circulated to the Cabinet and leadership team for review and will be presented at the April Audit committee meeting.
<p>Buildings and Grounds Committee Report</p>	<p>Trustee Schoffer, Committee Chair, called on Don Hudson, Senior Vice President for Facilities & Operations, who reported on the following information items:</p> <p>Construction of the new Atlantic City residential building (Phase II) remains on schedule for a May 2023 completion.</p> <p>Planning for the new Multicultural Center remains on schedule for a fall 2022 completion.</p>

	<p>The new athletic and recreation center expansion project remains on schedule in its schematic and design phase, with construction slated to begin in late fall 2022</p> <p>New bids will be opened in March 2022 for several projects, including traffic construction work at the intersection of Pomona Road and Vera King Farris Drive, renovations to Parking Lot 7, renovations to various athletic fields, and a new classroom in the Sara & Sam Schoffer Holocaust Resource Center.</p>
<p>Development Committee Report</p>	<p>Trustee Schoffer, Committee Chair, called on Dan Nugent, Chief Development Officer, who reported on the following information items:</p> <p>The Development Office has secured nearly \$4.5 million in new gift commitments and \$2.1 million in cash, both exceeding outlined goals. Recent notable gifts include several to the University's Marine Science program, including new scholarships, a new research vessel, and an endowed professorship.</p> <p>New activities and events are being planned, including several that will take place in-person, including special events at the Sam Azeez Museum of Woodbine Heritage.</p> <p>The annual Stockton Foundation Scholarship Benefit Gala will return to the Hard Rock Hotel and Casino Atlantic City this year on Saturday, May 14. All members of the Stockton community are welcome. Special discounted tickets are available for faculty, staff and recent graduates.</p> <p>The Foundation scholarship process is underway, and all students are encouraged to apply.</p> <p>Dan acknowledged Jennifer Kosakowski's work with donors and her impact with the Foundation, especially in establishing the Corporate and Foundation Relation Program and Planned Giving Program. Dan congratulated Jennifer on her new position in Academic Affairs.</p>
<p>Investment Committee Report</p>	<p>Trustee Worthington, Committee Chair, said the committee met on February 15th and reported that the University's investment portfolio balance was approximately \$112 million, which includes a loss in the fiscal year of about \$1.7 million.</p>
<p>University Policies</p>	<p>President Kesselman presented the Board with the following revised policies as a first reading:</p> <ul style="list-style-type: none"> VI-10 Applicability of Civil Service Rules and Regulations VI-10.2 Faculty and Unclassified Staff Represented by the Stockton Federation of Teachers

	<p>VI-10.3 Performance Evaluation VI-10.6 Agreements Resulting from Collective Negotiations VI-11.1 Office Hours, Work Week, Lunch Period, Breaks and Emergency Closing VI-12 Supplemental Compensation Upon Retirement VI-23 Managerial Hours of Work</p> <p>President Kesselman recommended Board approval of the following revised policies following their second reading:</p> <p>I-70 Publications I-112 Public Information VI-44 Payment of Tuition, Fees, and Indebtedness to the University VI-46 Delinquent Accounts</p> <p>Upon a motion duly made by Trustee Schoffer and seconded by Trustee Days, the Board voted to adopt the resolution.</p>
<p>Personnel Actions Resolution</p>	<p>Upon a motion duly made by President Kesselman and seconded by Trustee Valentin, the Board voted to adopt the resolution.</p>
<p>Board Comments and Comments from the Public</p>	<p>The Board members had no additional comments.</p> <p>Don Hudson, Senior Vice President for Facilities & Operations, Al Handy, the University’s new Associate Director of Campus Safety.</p> <p>Michael Angulo, Vice President for Personnel, Labor, & Government Relations, introduced Joseph Horan, Interim Director of Human Resources.</p> <p>Leamor Kahanov, Provost & Vice President for Academic Affairs, made the following announcements regarding the Division of Academic Affairs:</p> <ul style="list-style-type: none"> • Introduced Jennifer Kosakowski, as Executive Director of Research and Sponsored Programs; • Announced the retirement of William Lubenow, who will be receiving Distinguished Professor Emeritus of History status; • Announced Carra Hood will be receiving Associate Professor Emerita of Writing status; • Recognized Joe LoSasso, who will be retiring in June after 35 years of service. <p>Chris Catching, Vice President for Student Affairs, Chris Catching made the following announcements regarding the Division of Student Affairs:</p> <ul style="list-style-type: none"> • Introduced Parth Thakkar as Coordinator of Student Life Programming;

	<ul style="list-style-type: none"> • Introduced Seth Richards as Interim Associate Director, Office of Student Conduct; • Announced the promotion of Anthony Thomas as Director of Learning Access Programs • Announced the promotion of Dr. Zupenda Davis-Shine to Director of Student Health Services and that she is also serving as Interim Assistant Vice President for Student Health and Wellness <p>Brian Jackson, Chief Operating Officer for the Atlantic City Campus, announced Stockton’s Community Day Cleanup and Party on April 23, as part of the University’s 50th anniversary celebration.</p> <p>Student Max Murphy presented his concern about the appeal process following a Title IX investigation. Chair Ciccone replied that the Board cannot comment on personnel matters and acknowledged the Board will take the student’s comments under advisement.</p>
Next Regularly Scheduled Meeting	The next regularly scheduled Board of Trustees meeting will be held on Wednesday, May 4, 2022, at 3:30 p.m. at the Galloway Campus in the Michael Jacobson Board of Trustees Room.
Adjournment	Upon a motion duly made by Trustee Worthington and seconded by Trustee Valentin, 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 permits a public body to exclude the public from that portion of a meeting at which the public body discusses, among other things, personnel matters; terms and conditions of collective bargaining agreements; pending or anticipated litigation; matters involving the purchase, lease, or acquisition of real estate property; and public safety matters, therefore, be it

- RESOLVED,** that the Stockton University Board of Trustees shall meet in closed session to discuss personnel, collective bargaining, real estate, litigation, and public safety 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, litigation and public safety matters may, or may not, be disclosed to the public during that portion of the meeting which convenes at 3:30 p.m.

May 4, 2022

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

CONTINUATION OF FY22 BUDGET INTO FY23

WHEREAS, the Division of Administration & Finance of Stockton University proposes a continuation of the FY22 operating budget effective July 1, 2022 for consideration by the Board of Trustees for adoption; therefore, be it

RESOLVED, that the continuation of the FY22 operating budget into FY23 is hereby presented to the Stockton University Board of Trustees for adoption pending approval of the FY23 operating budget.

May 4, 2022

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION
FY23 MEAL PLAN RATES

WHEREAS, Title 18A: 64-6(n) of the Statutes of New Jersey empowers the Board of Trustees to set student tuition and fee rates, and

WHEREAS, the University Food Service is a self-supporting program, and

WHEREAS, the funds necessary to support operating and capital needs must come from the revenues available to the food service, including meal plan charges; therefore, be it

RESOLVED, that the meal plan rates for FY23, effective September 1, 2022, are established in the table below:

Annual Meal Plans	FY22	FY23
Ultimate 19 Plan	\$4,410	\$4,650
The Fab 14 Plan	\$4,110	\$4,260
180 Block Plan	\$3,975	\$4,178
150 Block Plan	\$3,361	\$3,515
95 Block Plan	\$2,260	\$2,300
25 Block Plan	\$2,800	\$2,648
Gaupp Residents 50 Block Plan	\$2,060	\$2,060
Residential Advisor Plan	\$1,085	\$1,100
Atlantic City Residents 50 Block Plan	\$2,060	\$2,060
Average Cost	\$2,902	\$2,975
Average Increase	\$73 or 2.5%	

Commuter Meal Plans*	FY22	FY23
Osprey on the Go 50	\$480	\$497
Osprey on the Go 25	\$300	\$310
Osprey Sampler	\$102	\$105
Average Cost	\$294	\$304
Average Increase	\$10 or 3.4%	

*Note: Commuter Meal Plans are not purchased on an annual basis.

May 4, 2022

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

FY23-FY27 BID WAIVER CONTRACTS

WHEREAS, the State College Contracts Law, N.J.S.A. 18A:64-52 et seq., authorizes college and university Boards of Trustees to approve waivers of the public bid process for procurement of specified goods and services in furtherance of the missions of the state colleges and universities; and

WHEREAS, the Board of Trustees finds the following purchases, contracts and agreements 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 vendors indicated below, under the bid waiver provisions of the State College Contracts Law.

Vendors & Categories

FY and Amount

Professional Services

AtlantiCare Physicians Group PA (523004)

FY23-FY25: \$1,944,300

This bid waiver will permit AtlantiCare Physicians Group PA to provide on-campus, in-person, and/or telehealth medical health services for the University students in Galloway and at the Atlantic City campus. This includes AtlantiCare's participation in University-sponsored supplemental programs, physical examinations for certain University activities, flu vaccines, urgent care, tuberculosis screening, psychiatric services, and nutritionist services. (Reference: N.J.S.A. 18A:64-56(a)[01])

Baker Tilly US, LLP (523009)

FY23-FY25: \$215,565

This bid waiver is for the University's internal audit services. Baker Tilly will provide management and oversight of the University's internal audit function and respond to management questions and requests. Two internal audits will be conducted per year throughout the three-year term of the contract. Baker Tilly will prepare formalized documented reports of audit findings, including observations and recommendations, and present its findings at the scheduled Audit Committee meetings. (Reference: N.J.S.A. 18A:64-56(a)[01])

Original Materials & Supplies

**The National Research Center for College & University Admissions LLC
Db a Encoura LLC (523007)**

FY23-FY25: \$210,000

This bid waiver will supply the Division of Enrollment Management with student records (name, date of birth, address, high school, academic information, and ACT scores) that meet specific criteria selected by the University's enrollment management consultant and/or the University itself. The records are utilized to solicit admission applications from prospective students. Encoura is the only source for student profiles obtained through ACT assessment services and MyCollegeOptions survey services. The three-year term subscription secures a reduced record cost and additional services including access to proprietary data, historical data integration, and predictive analysis. (Reference: N.J.S.A. 18A:64-56(a)[03])

Textbooks, Subscriptions & Other Educational Materials

ProQuest LP dba ProQuest LLC (523006)

FY23-FY25: \$139,000

This bid waiver will allow the University Library to use proprietary applications and information services that provide access to dissertations, theses, eBooks, newspapers, periodicals, historical collections, governmental archives, cultural archives, and other aggregated databases. (Reference: N.J.S.A. 18A:64-56(a)[06])

EBSCO Industries Inc. (523008)

FY23-FY25: \$697,553

This bid waiver will provide access to EBSCO Subscription Service, a proprietary tool used to manage individual print and electronic journal subscriptions and EBSCO proprietary databases required by various University programs. (Reference: N.J.S.A. 18A:64-56(a)[06])

Utilities

Comcast Cable Communication Management LLC (523005)

FY23-FY25: \$1,531,460

This bid waiver will provide bulk television services for the Galloway campus, Chris Gaupp housing and Atlantic City residential complexes. This bid waiver will also provide cable modems and television service for various office/meeting locations. (Reference: N.J.S.A. 18A:64-56(a)[08])

Insurance

NJ State Colleges and Universities Risk Management Program (The College of NJ) (523010)

FY23: \$518,000

This bid waiver is for several insurance policies including property, executive auto liability, the state auto liability fund, student professional liability and commercial crime. Stockton participates in pooled annual insurance policies along with the other State colleges and universities for these types of coverage. Payment to The College of New Jersey represents Stockton's share of the premiums of the various policies as well as its share of the salary and benefits for the NJ State College and Universities ("NJSCU") Risk Manager. (Reference: N.J.S.A. 18A:64-56(a)[11])

Willis of New Jersey (523011)

FY23: \$1,050,000

This bid waiver will provide property insurance, general liability insurance, umbrella coverage, terrorism insurance and flood insurance for the John F. Scarpa Academic Center and Atlantic City Residential Complex. This bid waiver also includes cyber liability insurance and general liability policies for the Noyes Arts Garage and Brigantine Boathouse, and a Hull and Protection and Indemnity policy covering the NAMS research vessels. (Reference: N.J.S.A. 18A:64-56(a)[11])

Professional Consulting Services

Advanced Geo Services Corp dba

Montrose Environmental Solutions (523001)

FY23-FY25: \$184,000

This bid waiver will provide professional consulting services and other services related to the University's three independently registered potable water systems on its Galloway campus through FY25. The University has one system serving the main campus, a second serving the Pomona house, and a third at the Barlow Athletic Fields. This bid waiver will ensure the University's compliance with the Department of Environmental Protection Drinking Water Quality, Water Treatment and Water Distribution Systems regulations. (Reference: N.J.S.A. 18A:64-56(a)[15])

Data Processing Software, Systems, Services and Equipment

Ex Libris (USA) Inc. (523002)

FY23-FY25: \$268,000

This bid waiver will support the Ex Libris Alma and Primo system, a software platform utilized by the University Library. The Ex Libris Alma software platform is a cloud-based service that allows the library to manage print, electronic and digital materials in a single interface to provide a better research experience for students and faculty. The Ex Libris Primo layer powers the FlashFind search function on the Library website and provides users with access to discover library resources more easily. The system allows the Library to work in a collaborative environment with other New Jersey Institutions of Higher Education through library-to-library resource sharing, making it easier for Stockton users to discover pertinent resources. (Reference: N.J.S.A. 18A:64-56(a)[19])

TouchNet Information Systems, Inc. (523003)

FY23-FY27: \$727,000

This bid waiver will provide the University with cloud services, a software license, and subscription and support services for TouchNet Payment Gateway Suite, Payment Gateway Credit Card and ACH Engine Suite, Payment Client, TouchNet Payment Plan software, eDeposits, TouchNet Marketplace uPay, ACH Validation, ScaleFunder and TouchNet Ready Integrations. The TouchNet Software provides credit card and e-check processing services that permits the acceptance of electronic payments with real time posting of payment transactions to Banner. (Reference: N.J.S.A. 18A:64-56(a)[19])

Medical Testing

Visit Healthcare (523012)

FY23: \$500,000

This bid waiver will allow the University to continue utilizing Visit Healthcare for COVID testing services on campus through December 31, 2022. (Reference: N.J.S.A. 18A:64-56(a)[35])

May 4, 2022

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

FY22-FY23 INCREASE IN BID WAIVER CONTRACTS

- WHEREAS,** the State College Contracts Law, N.J.S.A. 18A:64-52 et seq., authorizes college and university Boards of Trustees to approve waivers of the public bid process for procurement of specified goods and services in furtherance of the missions of the state colleges and universities; and
- WHEREAS,** the Board of Trustees of Stockton University has previously approved a waiver of public bidding for the below named vendors; and
- WHEREAS,** the contracts with the below named vendors must be increased to accomplish the purposes of the bid waiver as specified below; and
- WHEREAS,** the increase in the contracts with the below named vendors require 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 vendors indicated below, under the bid waiver provisions of the State College Contracts Law.

Vendors & Categories

<u>Data Processing Software, Systems, Services, and Equipment</u>	<u>FY and Amount</u>
Lyrasis (521015)	Additional Amount Requested FY23: \$48,000 Previously Approved Contract Amount FY21-FY23: <u>376,000</u> New Recommended Contract Total FY21-FY23: \$424,000

This bid waiver increase will provide academic databases for the University’s Library that were originally obtained through Westchester Academic Library Director’s Organization (W.A.L.D.O.). Lyrasis partnered with W.A.L.D.O. effective January 1, 2022; therefore, all W.A.L.D.O. subscription renewals beginning January 1, 2022 or later will now be managed by Lyrasis. (Reference: N.J.S.A.18A:64-56(a)[19]).

Equipment Repair

Job Target (521030)	Additional Amount Requested FY22-FY23: \$200,000 Previously Approved Contract Amount FY21-FY22: <u>100,000</u> New Recommended Contract Total FY21-FY23: \$300,000
----------------------------	---

This bid waiver increase will allow for the continued use of the online human resource recruitment tool that integrates with HireTouch, an applicant tracking system specifically designed for higher education and currently utilized by the University. (Reference: N.J.S.A.18A:64-56(a)[20]).

May 4, 2022

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

2022 EMERGENCY OPERATIONS PLANS UPDATE

- WHEREAS,** Section 18A:3B-69 of the New Jersey Revised Statutes requires that each public institution of higher education develop and coordinate emergency operations plans to ensure the continuity of essential institution functions under all circumstance; and
- WHEREAS,** an emergency or disaster from natural or non-natural causes may affect Stockton University at any time; and
- WHEREAS,** Stockton University is committed to supporting the welfare of its students, faculty, staff; and
- WHEREAS,** it is the University's goal to strive to eliminate or minimize the adverse effects of a variety of potential hazards, including, but not limited to tornado, flood, hurricane, drought, blizzard, infectious diseases, hazardous materials, and acts of terrorism impacting domestic security; and to coordinate with federal, state, and local community-wide response to a large-scale disaster; and
- WHEREAS,** the preservation of life and the protection of property can best be accomplished through an integrated and collaborative emergency response effort; and such an effort is supported through the establishment of a comprehensive, all-hazards approach to managing disasters and emergencies; therefore be it
- RESOLVED,** that the Board of Trustees of Stockton University approves the 2022 Emergency Operations Plan. The document will be maintained, reviewed, and updated in accordance with the requirements of the plan. Authority is delegated to the President or designee to modify the plan as necessary to comply with statutory mandates as set forth by the State of New Jersey.

May 4, 2022



Office of the President

P: 609.652.4521 • F: 609.652.4945

101 Vera King Farris Drive
Galloway NJ 08205

stockton.edu

MEMORANDUM

TO: Harvey Kesselman, President

FROM: Susan Davenport, Executive Vice President and Chief of Staff

DATE: May 4, 2022

SUBJECT: Recommendation to Revise University Policy

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

VI-80 – Plant Management (recommended for deletion)

I recommend the Board of Trustees conduct a First Reading at the May 4, 2022 meeting, followed by approval of the recommendation for a Second Reading and vote at the July 20, 2022 meeting.

Policy VI-80: Plant Management

Summary of Key Changes

- **Recommend deletion** since document merely describes the duties and responsibilities of a department within the Division of Facilities & Operations.

STOCKTON UNIVERSITY



POLICY

Plant Management

Policy Administrator: Associate Vice President of Operations

Authority:

Effective Date: August 18, 1980; October 1, 2009; February 16, 2011

Index Cross-References: Procedure 6815: Emergency

Repairs Policy File Number: VI-80

Approved By: Board of Trustees

I. POLICY:

- A. ~~The Director of Plant Management reports to the Vice President for Administration and Finance and is responsible for the maintenance of all buildings, grounds and facilities of the University in a safer economical, sanitary, and attractive appearance.~~
- B. ~~The Plant Management organization is fundamentally a service organization concerned with timely service operations, maintenance, renovation, construction, and other related service activities pertaining to the physical facilities of the University.~~
- C. ~~The policy objectives of Plant Management are:~~
 1. ~~To maintain University buildings at a predetermined standard level of cleanliness and sanitation. Achievement of these objectives is accomplished by performance and supervision of such custodial tasks as scrubbing, mopping, stripping, waxing and polishing floors, dusting and polishing furniture, cleaning of restrooms, drinking fountains, and many related tasks. Additionally, the custodial force is responsible for the maintenance and appearance of assigned equipment.~~
 2. ~~To provide for moving and setting up for special events.~~
 3. ~~To remove the daily accumulation of various notices, advertisements, circulars, and placards on a routine, predetermined plan. To operate a centralized management control system of building and facility maintenance which can provide uniform standards of service for the total University, consistent with resource availability. Achievement entails an effective work scheduling program; a documented and pre-planned preventive maintenance schedule; and effective reporting system which will identify manpower performance, equipment and material utilization;~~

4. ~~To operate an effective landscape and grounds program responsible for the appearance and condition of the exterior areas and for providing for snow removal for the entire campus. A planned work system is necessary accommodating the variables of weather, climate, and pressing needs.~~
5. ~~To operate an effective utility network consisting of the following services:~~
 - a. ~~Primary and secondary electrical distribution.~~
 - b. ~~Potable water treatment and distribution.~~
 - c. ~~Sewage collection and required treatment.~~
 - d. ~~Natural gas distribution and service.~~
 - e. ~~Heating ventilation and air conditioning systems.~~
6. ~~To allocate costs by functional areas and develop accountability for total financial expenditures within Plant Management.~~
7. ~~To have an understanding of and be responsive to applicable Civil Service rules and regulations, especially those related to labor relations.~~

Review History:

	Date
Board of Trustees	2/16/11
Recommended for Deletion by Cabinet	3/31/22

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

APPROVAL OF ACTION FOR UNIVERSITY POLICY

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

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

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

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

- VI-10 – Applicability of Civil Service Rules and Regulations
- VI-10.2 – Faculty and Unclassified Staff Represented by the Stockton Federation of Teachers
- VI-10.3 – Performance Evaluation
- VI-10.6 – Agreements Resulting from Collective Negotiations
- VI-11.1 – Office Hours, Work Week, Lunch Period, Breaks and Emergency Closing
- VI-12 – Supplemental Compensation Upon Retirement
- VI-23 – Managerial Hours of Work

The Board of Trustees completed a first review of these policies on February 23, 2022; therefore be it

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

May 4, 2022

Policy VI-10: Applicability of Civil Service Rules and Regulations

Summary of Key Changes

The Policy has been updated as follows:

- Updated policy administrator's title
- No additional edits required

STOCKTON UNIVERSITY



POLICY

Applicability of Civil Service Rules and Regulations

Policy Administrator: Associate Vice President for Human Resources
Authority: N.J.S.A. Title 11A and N.J.A.C. Title 4A
Effective Date: January 20, 1975; May 30, 2009; August 10, 2010; February 16, 2011;
September 26, 2018; TBD
Index Cross-References:
Policy File Number: VI-10
Approved By: Board of Trustees

The Civil Service provisions contained in N.J.S.A. Title 11A, and the rules, regulations, and definitions contained in N.J.A.C. Title 4A will apply to all University positions and employment in the classified service.

Review History:

	Date
Policy Administrator	10/21/2021
Divisional Executive	10/25/2021
General Counsel	11/18/2021
Cabinet	12/16/2021
President	12/16/2021
Board of Trustees	

**Policy VI-10.2: Faculty and Unclassified Staff Represented by the Stockton
Federation of Teachers**

Summary of Key Changes

The Policy has been updated as follows:

- Updated Policy Administrator's title

STOCKTON UNIVERSITY



POLICY

Faculty and Unclassified Staff Represented by the Stockton Federation of Teachers

Policy Administrator: Associate Vice President for Human Resources
Authority: N.J.S.A. 18A:64-6
Effective Date: March 7, 1977; May 30, 2009; August 10, 2010; February 16, 2011; September 26, 2018; TBD
Index Cross-References: Procedure 6110: Resignation from the University/ Release from Contract
Policy File Number: VI-10.2
Approved By: Board of Trustees

Appointments to the faculty and unclassified staff represented by a bargaining unit of Stockton University are normally made for the period July 1 - June 30 for members of the unclassified staff and September 1 - June 30 for members of the faculty. Employees appointed after the start of the appointment period shall normally be appointed for the balance of the period. When the reappointment calendar or evaluation schedules prevent this timetable, the appointment may be made through June 30 of the following year.

All full-time employee's primary work obligation shall be to the University throughout the period of the employee's contractual relationship with the University. Employees who have signed a contract with the University shall be expected to carry out the terms and conditions of the contract throughout the period in which it is in effect.

Employees may be released from the obligations of their contract upon their request when such action is in the best interests of the University and does not interfere with the University's educational or operational needs.

Review History:

	Date
Policy Administrator	10/21/2021
Divisional Executive	10/25/2021
General Counsel	11/18/2021
Cabinet	12/16/2021
President	12/16/2021
Board of Trustees	

Policy VI-10.3: Performance Evaluation

Summary of Key Changes

The Policy has been updated as follows:

- Minor grammatical changes

STOCKTON UNIVERSITY



POLICY

Performance Evaluation

Policy Administrator: Associate Vice President for Human Resources

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

Effective Date: January 20, 1975; May 30, 2009; August 10, 2010; February 16, 2011; December 04, 2019; TBD

Index Cross-References: Procedure 6305 Performance Evaluation for Classified Employees; Procedure 6215 Managerial Performance Evaluation (MER)

Policy File Number: VI-10.3

Approved By: Board of Trustees

Stockton University is committed to achieving and maintaining high performance standards of staff that will continue to sustain and extend the excellence we have achieved. In support of this commitment, the University will conduct comprehensive evaluations for its employees as dictated by their respective job classifications. The performance evaluation provides valuable feedback and information to the employee and supervisor. The evaluation process also creates the opportunity for discussion related to the achievement of performance goals and objectives.

Review History:

	Date
Policy Administrator	10/21/2021
Divisional Executive	10/25/2021
General Counsel	11/18/2021
Cabinet	12/16/2021
President	12/16/2021
Board of Trustees	

Policy VI-10.6: Agreements Resulting from Collective Negotiations

Summary of Key Changes

The Policy has been updated as follows:

- Update Administrator title

STOCKTON UNIVERSITY



POLICY

Agreements Resulting from Collective Negotiations

Policy Administrator: Associate Vice President for Human Resources
Authority: N.J.S.A. 18A:64-6 and 34:13A-1 et. seq.
Effective Date: January 20, 1975; December 30, 2008; February 16, 2011,
September 26, 2018; TBD
Index Cross-References:
Policy File Number: VI-10.6
Approved By: Board of Trustees

This policy applies to all University employees in labor organizations certified by the New Jersey Public Employment Relations Commission as their majority representative for collective negotiations and conflict resolution.

It is the policy of Stockton University to comply with the provisions of the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-1 et seq. In so doing, this policy recognizes and provides for implementing the terms and conditions of employment agreed upon between the State of New Jersey and the various collective negotiation representatives of University employees and between the University and any collective negotiation representative authorized to locally negotiate and agree upon terms and conditions of employment with the University.

Review History:

	Date
Policy Administrator	11/04/2021
Divisional Executive	11/29/2021
General Counsel	12/16/2021
Cabinet	02/03/2022
President	02/03/2022
Board of Trustees	

Policy VI-11.1: Office Hours, Work Week, Lunch Period, Breaks and Emergency Closing

Summary of Key Changes

The Policy has been updated as follows:

- Update Administrator title
- Added clarity to Civil Service title with inclusion of Classified
- Minor word smoothing and grammatical corrections

STOCKTON UNIVERSITY



POLICY

Office Hours, Work Week, Lunch Period, Breaks and Emergency Closing

Policy Administrator: Associate Vice President for Human Resources

Authority: N.J.A.C. 4A:6-2.1

Effective Date: January 20, 1975; May 30, 2009; August 10, 2010; February 16, 2011; September 26, 2018; TBD

Index Cross-References: Policy VI-23 Managerial Hours of Work

Policy File Number: VI-11.1

Approved By: Board of Trustees

Departmental Office Hours - All University offices must have staff coverage, at a minimum, between 8:30 a.m. to 5:00 p.m. Monday through Friday. Staff may be required to implement staggered starting and departure times to conform to the required hours of operation. The Supervisors are responsible for adhering to the University's minimal hours of operation and ensuring appropriate staff coverage.

Work Week - Regardless of the scheduled starting time, the Civil Service Commission determines the standard hours for a work week for all Classified positions.

Lunch Periods - Lunch periods shall be no longer than one hour. The Supervisor may assign staggered lunch periods to provide adequate office coverage. All offices should always have complete telephone and office coverage; to assure coverage, advise co-workers whenever one must leave the office for any reason coverage.

Breaks - In accordance with the collective bargaining agreements, each employee will be given two 15-minute breaks. One is to be taken in the morning, and one in the afternoon. The unit supervisors will assign these breaks to assure proper staff coverage of their offices. These breaks may not be combined or used by the employee at the beginning or end of the day or lunch period.

Emergency Closing - The University will normally remain open to meet scheduled classes. This includes being open during periods of inclement weather. For purposes of this Policy, inclement weather shall mean an actual or imminent change in the weather that is serious enough to disrupt all or a material portion of the University operations. The President or a designee, shall determine whether a period of inclement weather requires the closing or curtailment of university operations. Evacuation of the University buildings, for example during report of a bomb scare, does not constitute the closing of the University and employees are expected to promptly return to the building at the end of the evacuation period.

If University facilities are ordered closed by the President or designee, then an excused non-chargeable absence will be granted to that group of employees specifically included in the emergency closing order. Unless notified that they or their shift is excused, essential employees are expected to report to work.

During inclement weather (for example a severe snowstorm) essential employees are expected to report to work, exercising caution and prudence during their commute. Essential employees who are not present for duty will be charged accrued leave time.

Review History:

	Date
Policy Administrator	11/22/2021
Divisional Executive	11/30/2021
General Counsel	11/30/2021
Cabinet	12/16/2021
President	01/20/2022
Board of Trustees	

Policy VI-12: Supplemental Compensation Upon Retirement

Summary of Key Changes

The Policy has been updated as follows:

- Updated Policy Administrator

STOCKTON UNIVERSITY



POLICY

Supplemental Compensation Upon Retirement

Policy Administrator: Associate Vice President for Human Resource
Authority: N.J.S.A. 18A:64-6; N.J.A.C. 4A:6-3.3
Effective Date: January 11, 1977; May 30, 2009; August 10, 2010; February 16, 2011;
September 26, 2018; TBD
Index Cross-References:
Policy File Number: VI-12
Approved By: Board of Trustees

Upon retirement, employees, excluding faculty, are eligible for a lump sum payment for unused sick leave computed at one-half of the employee's daily rate up to a maximum of \$15,000.

Review History:

	Date
Policy Administrator	11/04/2021
Divisional Executive	11/23/2021
General Counsel	12/16/2021
Cabinet	01/26/2022
President	01/26/2022
Board of Trustees	

Policy VI-23: Managerial Hours of Work

Summary of Key Changes

The Policy has been updated as follows:

- Updated Administrator's title
- One minor grammatical edit

STOCKTON UNIVERSITY



POLICY

Managerial Hours of Work

Policy Administrator: Associate Vice President for Human Resources
Authority: N.J.S.A. 18A:64-6
Effective Date: January 7, 2009; May 30, 2009; August 10, 2010; February 16, 2011;
September 26, 2018; TBD
Index Cross-References: Policy VI-11.1 Office Hours, Work Week, Lunch Period,
Breaks and Emergency Closing
Policy File Number: VI-23
Approved By: Board of Trustees

Managerial Employees are unclassified staff and not members of a bargaining unit. They are expected to work the number of hours each day necessary to fulfill their job responsibilities.

Review History:

	Date
Policy Administrator	11/22/2021
Divisional Executive	11/30/2021
General Counsel	12/16/2021
Cabinet	01/26/2022
President	01/26/2022
Board of Trustees	

STOCKTON UNIVERSITY

Board of Trustees

May 4, 2022

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
May 4, 2022**

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

NEW APPOINTMENTS – FACULTY/PROFESSIONAL STAFF/MANAGERS

Name	Title	Division	Effective Dates	Salary	Preauthorized
Alves Souto, Camilla	Assistant Professor of Marine Science	AA	9/1/22 – 6/30/24	\$72,549	4/7/22
Davis-Shine, Zupenda	Assistant Vice President for Student Health and Wellness	AA	5/7/22	\$130,000	
Dineen, William	Teaching Specialist, Criminal Justice	AA	9/1/22 – 6/30/23	\$57,193	4/22/22
Griffin, Stephanie	Associate Professor of Public Health	AA	9/1/22 – 6/30/24	\$91,866	4/28/22
Gyan, Elvis	Director, Center for Academic Advising	AA	7/1/22	\$120,000	
Kirk, Lauren	Teaching Specialist, Nursing	AA	7/1/22 – 6/30/23	\$83,310	4/28/22
Laverty, Diane	Assistant Professor of Health Science	AA	9/1/22 – 6/30/23	\$76,647	3/29/22
Mejia, Robert	Teaching Specialist, Cannabis Studies	AA	9/1/22 – 6/30/23	\$62,164	4/22/22

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

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

Norvell, Amanda	Dean, School of Natural Sciences and Mathematics and Professor of Biology	AA	7/1/22	\$190,000	
OShaughnessy, Jessica	Associate Provost and Professor of Mathematics	AA	7/1/22	\$140,000	
Svec, Nataliya	Tax Manager	AF	5/23/22	\$104,000	

FACULTY TENURE AND/OR PROMOTION

Name	Title	Division	Effective Dates	Salary	Notes
Balasco, Lauren	Associate Professor of Political Science	AA	9/1/23	\$91,866	
Criscione-Naylor, Noel	Associate Professor of Hospitality & Tourism Management Studies	AA	9/1/23	\$109,391	
Hallagan, Jessica	Associate Professor of Environmental Science	AA	9/1/23	\$91,866	
Hancock, N. Beau	Associate Professor of Dance	AA	9/1/23	\$88,190	
Hultquist, Aleksandra	Associate Professor of Critical Thinking & First-Year Studies	AA	9/1/23	\$95,542	
Jones, Joy	Associate Professor of Business Studies, Management	AA	9/1/23	\$101,285	
Law, Michael	Associate Professor of Biology	AA	9/1/23	\$95,542	
Murphy, Kameika	Associate Professor of Atlantic History	AA	9/1/23	\$95,542	

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

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

Pemberton, Barry	Associate Professor of Chemistry	AA	9/1/23	\$91,866	
Perez, Heather	Special Collections Librarian 2/Assistant Professor in the Library	AA	7/1/23	\$96,461	
Prakash, Sreelekha	Associate Professor of Health Science	AA	9/1/23	\$101,285	
Previti, Michele	Associate Professor of Health Science	AA	9/1/23	\$101,285	
Ruffin, Larider	Associate Professor of Nursing	AA	9/1/23	\$119,113	
Ryan, Emily	Instructor of Mathematics & First-Year Studies	AA	9/1/23	\$69,621	
Saintine, Thierry	Associate Professor of Mathematics & First-Year Studies	AA	9/1/23	\$91,866	
Schanz, Kimberley	Associate Professor of Criminal Justice	AA	9/1/23	\$88,190	
Youngblood, Lisa	Instructor of Writing & First-Year Studies	AA	9/1/23	\$67,136	

FACULTY RANGE ADJUSTMENT

Name	Title	Division	Effective Dates	Salary	Notes
Barr, Jennifer	Professor of Business Studies, Marketing	AA	9/1/22	\$168,324	

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

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

FACULTY REAPPOINTMENTS (YEAR 4)

Name	Title	Division	Effective Dates	Salary	Notes
Chakraborty, Sujoy	Assistant Professor of Computer Science	AA	9/1/22 – 6/30/24	\$93,304	
Cirio, Joseph	Assistant Professor of Writing & First-Year Studies	AA	9/1/22 – 6/30/24	\$81,619	
Gray, Sarah	Assistant Professor of Chemistry	AA	9/1/22 – 6/30/24	\$81,619	
Li, Zheng	Assistant Professor of Computer Science	AA	9/1/22 – 6/30/24	\$96,635	
Lu, Ruibin	Assistant Professor of Criminal Justice	AA	9/1/22 – 6/30/24	\$81,619	
Majd, Mariam	Assistant Professor of Economics	AA	9/1/22 – 6/30/24	\$83,310	
Milan-Tyner, Nicole	Assistant Professor of Health Science	AA	9/1/22 – 6/30/24	\$93,304	
Moss, Aaron	Assistant Professor of Theater/Directing	AA	9/1/22 – 6/30/24	\$94,494	
Muth, Bryce	Assistant Professor of Exercise Science	AA	9/1/22 – 6/30/24	\$93,304	
Sahin, Nusret	Assistant Professor of Criminal Justice	AA	9/1/22 – 6/30/24	\$81,619	
Suppa, Siobahn	Assistant Professor of Mathematics & First-Year Studies	AA	9/1/22 – 6/30/24	\$81,619	
Sweet, Sequetta	Assistant Professor of Organizational Leadership	AA	9/1/22 – 6/30/24	\$84,642	

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

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

Tavakkol, Behnam	Assistant Professor of Business Studies, Business Analytics	AA	9/1/22 – 6/30/24	\$96,635	
Zhang, Yuli	Assistant Professor Studies, Marketing	AA	9/1/22 – 6/30/24	\$93,304	

AFT PROFESSIONAL STAFF REAPPOINTMENTS (MULTI-YEAR)

Name	Title	Division	Effective Dates	Salary	Notes
Bick-Zimmermann, Elizabeth	Marine Field Station Assistant	AA	7/1/23 – 6/30/26	\$89,265	
Block, Lester	Professional Services Specialist 3	AA	7/1/23 – 6/30/27	\$89,265	
Burns, Patrick	Assistant Director, Career Education & Development	SA	7/1/23 – 6/30/26	\$102,893	
DeFiore, Dayna	Assistant Director, Career Education & Development	SA	7/1/23 – 6/30/27	\$113,921	
Elleman, Sarah	Head Field Hockey Coach	SA	7/1/23 – 6/30/26	\$83,503	
Fazio, Patricia	Electronic Resource Coordinator	AA	7/1/23 – 6/30/26	\$99,966	
Fonseca, Lauren	Tutoring Center Specialist/Coordinator of Academic Support	AA	7/1/23 – 6/30/26	\$80,622	
Gallo, Maria	Facility Coordinator, Campus Center Operations	SA	7/1/23 – 6/30/26	\$74,860	
Hering, Maureen	Head Softball Coach	SA	7/1/23 – 6/30/26	\$80,622	

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

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

Klenk, Christine	Athletic Trainer	SA	7/1/23 – 6/30/26	\$93,304	
Maciejewski, Justin	Technical Director for Music & Dance	AA	9/1/23 – 6/30/26	\$74,593	
Martorano, Nancy	Assistant Director of Financial Aid	EM	7/1/23 – 6/30/26	\$103,298	
Maurizi, Cristina	Head Women's Lacrosse Coach	SA	7/1/23 – 6/30/26	\$80,622	
McKenna, Mary Kathryn	Coordinator, Event Services	SA	7/1/23 – 6/30/28	\$86,384	
Mitchell, Candace	Coordinator, Student Transition Programs	SA	7/1/23 – 6/30/26	\$71,979	
Morell, Nathan	Assistant Director, Counseling Services	SA	7/1/23 – 6/30/26	\$99,966	
Parrish, Narina	Assistant Program Manager, New Jersey Child Welfare Training Partnership (13M)	AA	7/1/23 – 6/30/26	\$108,040	
Percy, Victoria	Professional Services Specialist 3	ITS	7/1/23 – 6/30/26	\$71,979	
Polsinelli, Philip	Technology Training Administrator, SRI&ETTC	AA	7/1/23 – 6/30/28	\$113,921	
Resch, Jayson	Director of Cross Country/Track & Field and Head Coach of Men's Cross Country/Track & Field	SA	7/1/23 – 6/30/26	\$106,569	
Ruttler, Greg	Head Men's Soccer Coach	SA	7/1/23 – 6/30/26	\$83,503	
Spade, Maria	Adaptive Technology Specialist	SA	7/1/23 – 6/30/26	\$89,972	

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

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

Spencer Bond, Jessica	Athletic Trainer	SA	7/1/23 – 6/30/27	\$96,635	
Welsh-Capaldi, Kristen	Health Educator	SA	7/1/23 – 6/30/26	\$93,304	
Wendt, Michelle	Technology Integrationist, SRI&ETTC	AA	7/1/23 – 6/30/26	\$89,265	

STRUCTURAL RECLASSIFICATION

Name	Title	Division	Effective Dates	Salary	Preauthorized
Oquist, Kelly	Director, Academic Finance	AA	5/7/22	\$100,000	
Perez Nieves, Roxana	Academic/Career Counselor	EM	12/16/21 – 6/30/23	\$70,469	
Prince, Heizel	Manager for Labor Relations	HRG	5/7/22	\$80,000	
Robine, Crist	Geo-technical Dredging & Sediment Analyst Research Specialist (13M)	AA	2/11/22 – 6/30/23	\$105,921	

STATUS CHANGE

Name	Title	Division	Effective Dates	Salary	Preauthorized
Over, James	Investigator	HRG	5/7/22	\$100,352	

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

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

EMERITUS STATUS

Name	Title	Division	Effective Dates	Notes
Leitner, Lewis	Professor of Business Studies, Management 66%	AA	7/1/22	

RETIREMENTS

Name	Title	Division	Effective Dates	Notes
D’Amico, Diane	Director of News & Media Relations	EVP	7/1/22	
Fotia, Dennis	Assistant Director, Center for Learning Design	AA	5/1/22	
Hogan, Alisa	Assistant Director of Admissions	EM	7/1/22	
Tarver, Walter	Assistant Vice President, Student Transitions, Access and Retention	SA	7/1/22	

RESIGNATIONS

Name	Title	Division	Effective Dates	Notes
Bowman, Victoria	Academic Advisor	AA	4/8/22	

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

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

Brugnolo, Giancarlo	Associate Director of Event Services & Campus Center Operations	SA	5/13/22	
Carr, Terri	Director, Career Education and Development	SA	4/1/22	
Hernandez, Angel	Director, Educational Opportunity Fund (EOF), Atlantic City	SA	4/18/22	
Howard, Christopher	Director of Procurement, Contracting and Risk Management	AF	6/14/22	
Levine, Ethan	Assistant Professor of Criminal Justice, Victimology	AA	5/12/22	
Magrum, Eric	Assistant Professor of Exercise Science	AA	6/30/22	
Rose, Stacey	Assistant Director, Office of Student Conduct	SA	3/17/22	

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

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

 **STOCKTON**
UNIVERSITY
BACKGROUND STATEMENT

Camilla Alves Souto

I. EDUCATIONAL BACKGROUND

Ph.D., Integrative Biology University of California, Berkeley, CA	2018
M.Sc., Animal Diversity, Zoology Federal University of Bahia, Brazil	2012
B.Sc., Biology with emphasis in Ecology Federal University of Bahia, Brazil	2008

II. PROFESSIONAL EXPERIENCE

Deep Time Peter Buck Fellow National Museum of Natural History, Washington, DC	2020 - Present
Lecturer, Integrative Biology Dept. University of California, Berkeley, CA	2019
Instructor of Record University of California, Berkeley, CA	2018 - 2019
Graduate Student Instructor University of California, Berkeley, CA	2012 - 2017

III. OTHER INFORMATION

Member: Paleontological Society; NMNH Senate of Scientists; SACNAS; Society of Systematic Biologists; The Palaentological Association; The Society for Integrative & Comparative Biology; The Systematics Association

Dr. Souto has a Ph.D. and postdoctoral experience in a relevant field, with publications, good teaching experience, and experience with course development. She is a leader in her field of research with excellent scholarship productivity. Dr. Souto devoted an entire section of her teaching seminar to supporting diversity initiatives and made undergraduate students (many first generation from underrepresented backgrounds) the centerpiece of this teaching/research seminar. She has training in anti-racism and experience as a speaker for the promotion of diversity and inclusion in STEM. Dr. Souto is an excellent fit for this position and has the support of the Marine Science program.

RECOMMENDED FOR:
Assistant Professor of Marine Science

 **STOCKTON**
UNIVERSITY
BACKGROUND STATEMENT

Zupenda Davis-Shine

I. EDUCATIONAL BACKGROUND

Doctor of Public Health, Community Health and Prevention Drexel University, Philadelphia, PA	2013
Master of Public Health, Health Education and Behavior Sciences University of Medicine and Dentistry of NJ, Piscataway, NJ	1999
Bachelor of Science, Public Health Rutgers, the State University of New Jersey, New Brunswick, NJ	1996

II. PROFESSIONAL EXPERIENCE

Interim Assistant Vice President for Student Health and Wellness, Stockton University, Galloway, NJ	2022
Director/ Associate Director Health Outreach, Promotion, and Education, Stockton University, Galloway, NJ	2021-2022
Director of Health Ed. & Health Educator/Risk Communicator, Burlington County Health Department, Westampton, NJ	2018-2021
Assistant Professor and Director, BS in Public Health Program, La Salle University, Philadelphia, PA	2013-2017
Training Specialist, Health Federation of Philadelphia, PA/Mid-Atlantic AIDS Ed. & Training Center, Philadelphia, PA	2005-2013

III. OTHER INFORMATION

DiverseForce On Boards Program, University of Pennsylvania, Philadelphia, PA; Master Certified Health Education Specialist, National Commission of Health Education Credentialing; Certified Domestic Violence Advocate, Gloucester Township Domestic Violence Response Team; Certified Health Education Specialist, National Commission of Health Education Credentialing

Dr. Davis-Shine has served as the Interim Assistant Vice President for Student Health and Wellness since January of 2022. She possesses a Doctor of Public Health in Community Health and Prevention from Drexel University. Dr. Davis-Shine's previous experience working in both higher education and with the general population through the Burlington County Health Department and the Health Federation of Philadelphia provides the backdrop of her extensive portfolio of research, instruction and training, certifications, publications, presentations, awards, committee-work, service, and leadership.

RECOMMENDED FOR:

Assistant Vice President for Student Health and Wellness

 **STOCKTON**
UNIVERSITY
BACKGROUND STATEMENT

William Dineen

I. EDUCATIONAL BACKGROUND

Master of Arts, Administrative Science 2020
Fairleigh Dickinson University, Madison, NJ

Bachelor of Arts, Law and Justice 1994
John Jay College of Criminal Justice, New York City, NY

II. PROFESSIONAL EXPERIENCE

Assistant Bureau Chief, Lieutenant 1997-2021
New Jersey State Police, West Trenton, NJ

Patrol Officer 1995-1997
Monroe Township Police Department, Monroe Township, NJ

III. OTHER INFORMATION

Wicklander - Zulawski Interview/Interrogation Techniques Certification, 2020
New Jersey State Police Leadership Course (First Line, Mid-Level, Executive), 2010, 2013, 2019
New Jersey State Police Academy, 1997
Middlesex County Police Academy, 1994

As Assistant Bureau Chief, Investigations Bureau, Special Investigations Section, William Dineen was responsible for overseeing and facilitating the investigative operations of the Fugitive Unit, Missing Persons Unit, Major Crimes Unit, and Cold Case Unit. He supervised over 200 detectives and 20 civilians. Mr. Dineen was a unit commander with the Polygraph Unit, where he monitored interrogation interviews. He also served as unit commander with the Crime Scene Investigations Unit. Mr. Dineen's years of experience and illustrated expertise will benefit the Criminal Justice program.

RECOMMENDED FOR:
Teaching Specialist, Criminal Justice

 **STOCKTON**
UNIVERSITY
BACKGROUND STATEMENT

Stephanie Griffin

I. EDUCATIONAL BACKGROUND

Doctorate of Philosophy, Environmental Health Sciences, University of Arizona, Tucson, AZ	2011-2014
Master of Science, Environmental Health: Industrial Hygiene University of Washington School of Public Health, Seattle, WA	2005-2007
Bachelor of Science, Environmental Health Science, Salisbury State University, Salisbury, MD	1995-1999

II. PROFESSIONAL EXPERIENCE

Research Health & Safety Manager, University of AZ, Research Laboratory & Safety Services & Occupational Health, Tucson, AZ	2019-2022
Acting Director, University of AZ Research Laboratory & Safety Services & Occupational Health, Tucson, AZ	2019-2021
Assistant Professor, University of Arizona MEZCOPH Tucson, AZ	2014-2021

III. OTHER INFORMATION

Bioenvironmental Engineer, Arizona Air National Guard, 162nd Fighter Wing, Tucson, AZ	2017- Present
--	---------------

Dr. Griffin has a Ph.D. in Environmental Health Science, a Master's degree in Environmental Health: Industrial Hygiene, and a Bachelor's degree in Environmental Health Science. In addition, she completed postgraduate training at the CDC from 2010-2011. Dr. Griffin was recently an Assistant Professor of Public Health and Research Health & Safety Manager at the University of Arizona. Dr. Griffin has an impressive record of publications, presentations, and securing external grants/funding. Dr. Griffin brings experience teaching in the field of Public Health and an impressive history of research collaboration to the new MPH program.

RECOMMENDED FOR:
Associate Professor of Public Health

 **STOCKTON**
UNIVERSITY
BACKGROUND STATEMENT

Elvis Gyan

I. EDUCATIONAL BACKGROUND

Doctor of Philosophy, Family Science and Human Development Montclair State University, Montclair, NJ	Expected May 2024
Master of Arts, Organizational Leadership/Higher Education Rider University, Lawrenceville, NJ	2011
Bachelor of Science in Biology Montclair State University, Montclair, NJ	2009

II. PROFESSIONAL EXPERIENCE

Associate Director for Advising, Persistence and Success Kean University, Union, NJ	May 2019 - Present
Coordinator of Sub-Populations/Academic Advisor Montclair State University, Montclair, NJ	Jan 2018 - May 2019
Coordinator of Transfer Experience/Academic Advisor Montclair State University, Montclair, NJ	Aug 2012 - Jan 2018
Area Coordinator, Department of Residence Life College of St. Rose, Albany, NY	July 2011 - Aug 2012
Adjunct Instructor, School of General Studies Kean University, Union, NJ	Sept 2019 - Present

III. OTHER INFORMATION

Fulbright Fellows: Title IX: Consent – Dean of Students, Montclair State University
Participant ACUHO-I RA Training Assessment Course: Learned pre-assessment strategies, exposed to emerging trends in the field of staff training, and incorporated ADDIE instructional design methodology into new and existing staff training programs
Middle States Accreditation Self Study Committee, Kean University (March 2020)-Present

Mr. Elvis Gyan presently serves as the Associate Director for Advising, Persistence and Success at Kean University. He served as an academic advisor from 2012-2019. Mr. Gyan holds a Master of Arts in Organizational Leadership/Higher Education and is actively pursuing his Ph.D. in Family Science and Human Development. His professional background illustrates a demonstrated leadership acumen, particularly in student and academic-centric initiatives. Mr. Gyan is well poised to serve as the Director, Center for Academic Advising.

RECOMMENDED FOR:
Director, Center for Academic Advising

 **STOCKTON**
UNIVERSITY
BACKGROUND STATEMENT

Lauren Kirk

I. EDUCATIONAL BACKGROUND

Master of Science in Nursing, Drexel University 2011
Philadelphia, PA

Bachelor of Science in Nursing, York College of Pennsylvania 2007
York, PA

II. PROFESSIONAL EXPERIENCE

Visiting Assistant Professor of Nursing, Stockton University 2021 - Present
Galloway, NJ 2018 - Jun 2020

Adjunct Clinical Faculty, Stockton University, 2020 - Jun 2021
Galloway, NJ

Clinical Nurse Manager, Emergency Dept, AtlantiCare Regional 2017- May 2018
Medical Center, Atlantic City, NJ

Professional Practice and Development, AtlantiCare Regional 2015 - Apr 2017
Medical Center, Atlantic City, NJ

Registered Nurse, Emergency Department, AtlantiCare Regional 2013 - Feb 2015
Medical Center, Atlantic City, NJ

III. OTHER INFORMATION

Customer Service Award- Emergency Department- AtlantiCare, 2017;
South Jersey ENA Education Collaboration;
member Emergency Nurses Association.

Ms. Lauren Kirk joins the School of Health Sciences as a full-time faculty member. She has extensive experience in medical and surgical nursing both as a clinician and administrator which provides expertise on current trends, initiatives, competencies, policies and protocols in the nursing field.

RECOMMENDED FOR:
Teaching Specialist, Nursing



BACKGROUND STATEMENT

Diane Laverty

I. EDUCATIONAL BACKGROUND

Ed.D., Educational Leadership Rowan University, Glassboro, NJ	2018
Master of Science, Communication Disorders The Pennsylvania State University, University Park, PA	1988
Bachelor of Science, Speech Pathology East Stroudsburg University, East Stroudsburg, PA	1986

II. PROFESSIONAL EXPERIENCE

Visiting Assistant Professor of Health Science Stockton University, Galloway, NJ	2021-Present
Speech-Language Pathologist Sunny Days, Inc., Manalapan, NJ	2020-Present
Adjunct Instructor of Communication Disorders Stockton University, Galloway, NJ	2017-2020
Speech-Language Specialist Northfield Community School, Northfield, NJ	1993-2020
Adjunct Instructor of Speech Pathology and Audiology Stockton University, Galloway, NJ	2011-2015

III. OTHER INFORMATION

- Licensed New Jersey Speech-Language Pathologist
- Certified New Jersey Speech-Language Specialist
- Certificate of Clinical Competence (CCC)
- Member of the American Speech-Language Hearing Association (ASHA)
- Member of the New Jersey Speech and Hearing Association (NJSHA)

Dr. Diane Laverty is an experienced adjunct instructor and clinical supervisor. She has been in the Communication Disorders program at Stockton since 2017 and the Speech Pathology program since 2011. Dr. Laverty is a licensed Speech-Language Pathologist in the State of New Jersey and a member of the American Speech-Language Hearing Association and NJ Speech and Hearing Association. She has served on the Stockton MSCD Advisory Council and has over 30 years of experience as a speech pathologist.

RECOMMENDED FOR:
Assistant Professor of Health Science

 **STOCKTON**
UNIVERSITY
BACKGROUND STATEMENT

Robert Mejia

I. EDUCATIONAL BACKGROUND

Bachelor of Arts, English 1984
Georgetown University, Washington, DC

II. PROFESSIONAL EXPERIENCE

Adjunct Professor, Cannabis Studies 2019-Present
Stockton University, Galloway, NJ

CEO and Founder 2017-Present
Our Community Harvest, Mahwah, NJ

President 2001-Present
RJM Licensing, LLC, Mahwah, NJ

III. OTHER INFORMATION

Member, New Jersey Cannabis Business Association (NJCBA)
Advisor, Atlantic City Cannabis Committee
Certificate, Cannabis Therapeutics
Certificate, Dispensary Operations

Mr. Robert Mejia is a regional and national advocate, educator, and researcher in the cannabis industry. As an adjunct professor at Stockton, Mr. Mejia teaches Intro to Medical Cannabis, Cannabis Internship Preparation, and Social Justice & Cannabis courses. He has been an integral influence in the minor in Cannabis Studies and Cannabis & Hemp Research Initiative at Stockton (CHRIS). In the community, Mr. Mejia serves as consultant and advisor to a wealth of cannabis-centric companies. His experience in the cannabis industry prepares Mr. Mejia aptly to serve as Teaching Specialist, Cannabis Studies.

RECOMMENDED FOR:
Teaching Specialist, Cannabis Studies



BACKGROUND STATEMENT

Amanda Norvell

I. EDUCATIONAL BACKGROUND

Post-Doctoral Fellow, Department of Molecular Biology Princeton University	1996 - 2000
Ph.D., Immunology University of Pennsylvania	1996
B.S., Microbiology University of Massachusetts at Amherst	1990

II. PROFESSIONAL EXPERIENCE

Interim Dean, School of Science The College of New Jersey, Ewing, NJ	2020 - Present
Professor/Associate Professor/Assistant Professor The College of New Jersey, Ewing, NJ	2001 - Present
Faculty Senate President The College of New Jersey, Ewing, NJ	2014 - 2019
Co-Chair, Committee on Strategic Planning and Priorities The College of New Jersey, Ewing, NJ	2019 - 2020
Chair, Medical Career Advisory Committee The College of New Jersey, Ewing, NJ	2017 - Present

III. OTHER INFORMATION

Primarily Undergraduate Institution (PUI) Representative to the Drosophila Board, Genetics Society of America (elected position), 2017-2020
Strategy Working Team on Enrollment, 2022
External evaluator for promotion application, Department of Biological Sciences, University of Denver, 2021

Dr. Amanda Norvell currently serves as the Interim Dean of the School of Science at The College of New Jersey (TCNJ). She has illustrated experience as a faculty member and continues to teach courses in the biological sciences. Dr. Norvell holds a Bachelor of Science in Microbiology and a Ph.D. in Immunology. She served as Faculty Senate President at TCNJ from 2014-2019. Dr. Norvell's depth and breadth of experience as a faculty member and administrator position her well to serve as the Dean, School of Natural Sciences and Mathematics and Professor of Biology.

RECOMMENDED FOR:

Dean, School of Natural Sciences and Mathematics and Professor of Biology

 **STOCKTON**
UNIVERSITY
BACKGROUND STATEMENT

Jessica OShaughnessy

I. EDUCATIONAL BACKGROUND

Ph.D., Mathematics National University of Ireland, Galway	2010
M.Sc., Communications Systems Theory National University of Ireland, Galway	2005
B.A., Mathematics St. Mary's College of Maryland	2004

II. PROFESSIONAL EXPERIENCE

Assistant Dean, College of Arts and Sciences Shenandoah University	Jan 2020 - Present
Chair, Mathematical Sciences Shenandoah University	May 2017 - Sept 2020
Statistics Course Coordinator Shenandoah University	Aug 2014 - May 2017

III. OTHER INFORMATION

General Education Quantitative Literacy Sphere Leader, 2016 - Present
Chair, Mathematical Association of America Committee on Assessment, 2020 - Present
SUHELP: Higher Education Leadership Program, 2019 - 2020

Dr. Jessica OShaughnessy brings a wealth of experience as both a faculty member and administrator. She has supervisory experience in leading an advising team and student success initiatives. Dr. OShaughnessy has a demonstrated history of interdisciplinary and collaborative working relationships. Her background in mathematics enabled her to serve as Chair of the Mathematical Sciences program. Most recently, Dr. OShaughnessy served as the Assistant Dean for the College of Arts and Sciences at Shenandoah University. As a faculty member and administrator, Dr. OShaughnessy is well prepared to serve as Associate Provost.

RECOMMENDED FOR:

Associate Provost and Professor of Mathematics

 **STOCKTON**
UNIVERSITY
BACKGROUND STATEMENT

Nataliya Svec

I. EDUCATIONAL BACKGROUND

Bachelor of Science, Accounting Stockton University, Galloway, NJ	2008
Master's Degree, Economics Kharkiv University, Kharkiv, Ukraine	2001
Master's Degree, Industrial Technology Ukrainian Engineering Pedagogical Academy, Kharkiv, Ukraine	1998

II. PROFESSIONAL EXPERIENCE

Manager/Auditor Fitzpatrick, Bongiovanni & Kelly PC	08/2014 - Current
Accountant II AtlantiCare Regional Medical Center	09/2013 - 08/2014
Staff Accountant/Auditor Fitzpatrick, Bongiovanni & Kelly PC	06/2008 - 08/2013
Staff Accountant Kaufmann, Wagner & Jennings PC	05/2007 - 05/2008

III. OTHER INFORMATION

Certified Public Accountant License (CPA) - NJ

Nataliya is a Certified Public Accountant with more than fourteen years of accounting experience. She is adept in preparing 990s and 990-Ts, payroll filings, budget forecasting, variance analysis and financial reporting. Her on-the-job experience has given her a well-rounded skill set. She excels at tax and compliance research, resolving discrepancies promptly and developing ways to prevent future issues, preparing for audits and working directly with auditors to facilitate processes. Nataliya will be a valuable asset to the University's Controller's Office.

RECOMMENDED FOR:
Tax Manager