

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES MEETING
OPEN PUBLIC MINUTES
February 22, 2017**

Trustees Present	Mrs. Mady Deininger, ('80), Chair Mr. Raymond R. Ciccone, CPA ('79), Secretary Mr. Andy Dolce Michael Jacobson, Esq. Mrs. Meg Worthington Mr. Cristian Moreno, Student Trustee Mr. Ike Ejikeme, Student Trustee Alternate Dr. Harvey Kesselman, President and Ex Officio Dr. Susan Davenport, Executive Vice President and Chief of Staff and Assistant Secretary to the Board
Absent	Mr. Stanley M. Ellis Leo B. Schoffer, Esq., Vice Chair* Ellen D. Bailey, Esq. Ms. Nelida Valentin ('86) *Departed after BOT Closed Session.
Call to Order	Trustee Mady Deininger, Board Chair, called the meeting to order at 12:15 p.m. on Wednesday, February 22, 2017 in the President's Conference Room, K-203k. On November 1, 2016, notice of this meeting as required by the Open Public Meeting Act was (a) posted on the University's Website; (b) forwarded to the Business Services/Bursar's Office at the University, the editors of the <i>Press of Atlantic City</i> , <i>the Daily Journal</i> ; 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. Note: Unless otherwise stated, all votes on the following resolutions were approved by Consent Agenda.
Comments from Faculty Leadership	Dr. Brian Tyrrell, President of the Faculty Senate, provided an update on the demand analysis process for academic program development.
Approval of Open Public Regular Meeting Minutes of December 7, 2016	Upon a motion duly made by Trustee Ciccone and seconded by Trustee Schoffer, the Board voted to adopt the minutes of the December 7, 2016 Open Public Meeting.
Resolution to Meet in Closed Session	Upon a motion duly made by Trustee Schoffer and seconded by Trustee Ciccone, the Board voted to meet in closed session at 1:15 p.m.
Reconvene of Open Public Meeting	Chairperson Deininger reconvened the Open Public Meeting at 4:30 p.m.
Report of the Chair	Chairperson Deininger thanked everyone for attending the meeting, and called upon Dr. Harvey Kesselman, President, to give his report.
President's Report	President Kesselman thanked Dr. Tyrrell and the Faculty Senate for affording him an opportunity to provide an institutional status update at the February 21 st Faculty Senate meeting. Dr. Kesselman yielded the floor to Chairperson Deininger to present the Academic Affairs and Planning Committee report.

<p>Report of the Academic Affairs & Planning Committee</p>	<p>Chairperson Deininger noted the addition of Trustee Andy Dolce on the Academic Affairs and Planning Committee (AA&PC), and called upon Dr. Lori Vermeulen, Provost and Vice President of Academic Affairs, to give additional updates.</p> <p>Provost Vermeulen stated the AA&PC met earlier in the day and welcomed Trustee Dolce as a committee member. The AA&PC submitted three items for Board action.</p> <p>Endorsement of the Middle States Commission on Higher Education Periodic Review Report (PRR) – Provost Vermeulen called upon Dr. Michelle McDonald, Assistant Provost and Associate Professor of History, to provide a brief update on the Middle States Periodic Review Report (PRR). UPDATE: The University is in the process of completing its Periodic Review Report for Middle States reaccreditation. The report responds to required recommendations on strategic planning and assessment of student learning, including general education. A draft of the PRR has been available since last September for comment and revisions. In January, the Faculty Senate endorsed the PRR. The PRR will be submitted by June 1.</p> <p>Upon a motion duly made by Trustee Worthington and seconded by Trustee Ciccone, the Board voted to adopt the Endorsement of the Middle States Commission on Higher Education Periodic Review Report (PRR). President Kesselman thanked Dr. McDonald and Dr. Sonia Gonsalves, Professor of Psychology and Director of Academic Assessment, for their efforts in leading this project on behalf of the University. He also thanked everyone in the audience who may have worked on the project.</p> <p>As a consent agenda, Provost Vermeulen presented two resolutions, which were subsequently approved by the Board.</p> <p>Upon a motion duly made by Trustee Jacobson and seconded by Trustee Ciccone, the Board voted to adopt the resolution Conferral of Distinguished Service Award for Senator James Whelan. Senator Whelan will receive the award at the May 12th Commencement ceremony at Boardwalk Hall. Senator Whelan will deliver the keynote address at Commencement.</p> <p>Upon a motion duly made by Trustee Jacobson and seconded by Trustee Ciccone, the Board voted to adopt the Academic Calendar for Fall 2017-Spring 2018.</p> <p>Provost Vermeulen discussed two Research and Professional Development Reports for Provost Faculty Opportunity Funds and Adjunct Faculty Opportunity Funds.</p> <p>Chairperson Deininger thanked Provost Vermeulen for the updates. President Kesselman acknowledged the faculty whose proposals earned awards, and the R&PD committee for their excellent work in evaluating the applications.</p>
<p>Report of the Student Affairs and Planning Committee</p>	<p>Trustee Worthington presented on behalf of Trustee Bailey (absent), Student Affairs and Planning Committee Chair. She called upon Mr. John Iacovelli, Dean of Enrollment Management, followed by Dr. Pedro Santana, Dean of Students, to briefly report on activities of the Student Affairs and Planning Committee.</p>

	<p>Dean Iacovelli reported the following enrollment information:</p> <ul style="list-style-type: none"> • New undergraduate students totaled 422 (17 freshmen and 405 transfers), an increase of 4.5% compared to 404 students in 2016 (9 freshmen and 395 transfers). • New graduate students for Spring 2017 totaled 104, compared to 108 students in 2016. • Total headcount for undergraduate and graduate totaled 8,244, a .5% increase compared to 8,203 students in 2016. <p>He also presented for Board action a resolution to rename and dedicate the Sports Center’s Basketball Court as “Gerry Matthews Court.”</p> <p>Upon a motion made by Trustee Andy Dolce and seconded by Trustee Meg Worthington, the Board voted to adopt the resolution to rename and dedicate the Sports Center’s basketball court as “Gerry Matthews Court”. President Kesselman remarked that in addition to his 603 NCAA Division III wins, Gerry Matthews had 135 wins as a high school coach. More importantly, he truly changed the lives of many students over his career.</p> <p>Dean Santana followed to announce two initiatives underway in the division of Student Affairs.</p>
<p>Report of the Finance and Professional Services Committee</p>	<p>Chairperson Deininger called upon Mr. Charles Ingram, Vice President for Administration and Finance, to report on Committee activity, in the absence of Trustee Ellis, Finance and Professional Services Committee (FPSC) Chair.</p> <p>Upon a motion duly made by Trustee Jacobson and seconded by Trustee Ciccone, the Board voted to adopt the FY17-19 Increase in Bid-Waivered Contracts, FY17-20 Bid Waivers, Confirmation of Actions Taken by the Executive Committee on January 2017 (FY17 Bid Waivers), and FY17 Managerial Merit Pool Authorization as consent agenda items.</p> <p>Vice President Ingram noted the FPSC discussed the Tuition Waiver Procedures Task Force Recommendations. He commended the task force on their work and summarized the changes in the new procedure, to include the following:</p> <ul style="list-style-type: none"> • an increase to the cap on credits to 20 per academic year, • a waiver of some fees, • a waiver of the lifetime cap, and • employees and their dependents must now complete a FASFA to be eligible. <p>President Kesselman applauded the efforts of the task force to improve the procedure, stating it promotes additional access to a Stockton degree for all our employees.</p>
<p>Report of the Audit Committee</p>	<p>Trustee Ciccone, Audit Committee Chair, reported that the University is subject to two types of auditing, an external independent audit, and an internal audit. For external audits, the University’s current contract is nearing the end of its three-year term. The Audit Committee will meet with select firms within the next month to award a new contract. For internal reviews, the University previously adopted a hybrid model, with an internal auditor of the University, under the direction of an external company, conducting departmental audits. An internal audit was recently completed for Human Resources. Stockton’s Risk Assessment program will be next to undergo a complete internal audit.</p>

<p>Report of the Buildings and Grounds Committee</p>	<p>Chairperson Deininger called upon Mr. Don Hudson, Associate Vice President for Facilities and Construction, to give a brief report in the absence of Trustee Leo Schoffer, Committee Chair. Mr. Hudson reported the Buildings & Grounds committee met earlier in the morning and discussed major projects underway - the AC Gateway project, the Academic Quad, and other improvements, to include:</p> <ul style="list-style-type: none"> • new campus signage; • way-finding along Vera King Farris Road; • sidewalk improvements from K-Wing down to N-Wing, with a new handicapped ramp; • restroom renovations in A & D, with new ADA compliance; • Manahawkin's renovation project; • ATES system repairs; • Sports Center's new emergency generator; • Seaview renovations; and • Housing IV HVAC systems improvements.
<p>Report of the Development Committee</p>	<p>Trustee Jacobson, Development Committee Chair, called upon Dr. Philip Ellmore, Chief Development Officer and Executive Director of College Foundation, to give a brief report.</p> <ul style="list-style-type: none"> • Form 990 has been completed and filed accordingly. • Foundation's net assets were at \$33.9 million, up from \$29.9 million from June 30, 2016. • Giving is 21% ahead of last year, with gifts through January 31, 2017 totaling nearly \$3.7 million, compared with \$1.5 million during the same period last year.
<p>Report of the Investment Committee</p>	<p>Trustee Ciccone reported on behalf of Trustee Ellis, Investment Committee Chair (absent). He remarked that the Investment Committee oversees the investment funds of the University, and for at least five years has split those funds between two money managers. This strategy has worked out very well for the University, with good returns. The Investment Committee voted to continue this model and looks forward to working with both firms again this year.</p>
<p>Approval of Actions for University Policies</p>	<p>President Kesselman recommended Board approval of the following policy, which was a Second Reading:</p> <p>Division of Academic Affairs - Revised Policy: II-7: Academic Warning, Probation, and Dismissal.</p> <p>Upon a motion duly made by Trustee Ciccone and seconded by Trustee Jacobson, the Board voted to adopt the resolution.</p> <p>Division of Administration and Finance - New Policies:</p> <ul style="list-style-type: none"> • VI-60: Real Estate Transaction Committee • VI-61: Notifications, Warnings, and Prohibitions—Consumer Electronic Products <p>Upon a motion duly made by Trustee Ciccone and seconded by Trustee Jacobson, the Board voted to adopt the resolution.</p> <p>President Kesselman presented the Board with three policies as First Readings. These items will be recommended for Board approval at the May 3, 2017 meeting.</p>

	<p>Division of Administration and Finance - New Policy:</p> <ul style="list-style-type: none"> • I-67: Disability, Accessibility, and Reasonable Accommodations <p>Stockton University Board of Trustees - Revised Policies:</p> <ul style="list-style-type: none"> • I-9: University Board of Trustee By-Laws • VI-89: Internal Audit <p>President Kesselman provided some background information and changes relevant to the Board of Trustee By-Laws and Internal Audit Policy.</p>
Personnel Actions Resolutions	<p>Chairperson Deininger announced that the Board reviewed the Personnel Actions Resolution, which was posted on the Board’s website for review.</p> <p>Upon a motion duly made by Trustee Jacobson and seconded by Trustee Ciccone, the Board voted to adopt the resolution.</p>
Other Business	<p>Chairperson Deininger commented Stockton students sent a thoughtful petition to the President and Board of Trustees on February 14, 2017. President Kesselman and the Cabinet reviewed their concerns and came up with a solution that protects our students, within the confines of the law. The Board of Trustees is very supportive of the agreed upon language:</p> <p>“Consistent with New Jersey Senate concurrent resolution number 134 passed February 15, 2017, the University is “Stockton Safe,” providing a safe zone for all students, faculty, and staff. The University, to the fullest extent permitted by law, protects the identity and information of all members of our community, regardless of immigration status. Pursuant to Federal and New Jersey privacy laws, including the Family Educational Rights and Privacy Act (FERPA), Stockton protects the identity of all members of our community including any at-risk groups.”</p> <p>President Kesselman stated the students presented to him and the Board of Trustees, a resolution, which included a petition with several items for action. He and the Cabinet reviewed the items and then met with the students to go over those items. The Board endorsed today the matters agreed upon at that meeting.</p> <p>He acknowledged and commended the work of our students who were intricately involved in this process, and the student leaders, who represented their constituencies. He also commended the student trustees on how well they represented the Trustees at this meeting. He commented on how he wished others could have witnessed the sessions because it demonstrated how much good can happen when groups get together, sit down at a table, negotiate, and both sides are willing to give and learn from each other. President Kesselman thanked the student groups, student trustees, Board of Trustees, and Student Senate for their involvement in bringing this to the attention of the institution.</p> <p>Student Trustee Moreno commented on the fear of undocumented individuals within the community, and that of students as well. He remarked how proud he was of Stockton and his fellow students who made this happen; and remarked of how this efforts could not have been possible without the grass roots movement that occurred. He acknowledged that one group was missing from those negotiations, undocumented students. He also noted the sentiments of fellow students, who have said “What we did mattered – what we did matters to undocumented students.” Trustee Moreno thanked President Kesselman, Board of Trustees, and the students.</p>
Comments from the Board	<p>No comments were offered from the Board of Trustees.</p>

<p>Comments from the Public</p>	<p>Provost Vermeulen welcomed Dr. John E. Gray, who joined Stockton in January 2017 as Assistant Dean of Education.</p> <p>Vice President Ingram welcomed James Rottler as the new Director of Stockton Affiliated Services, Inc. (SASI) to the division of Administration and Finance.</p> <p>Dean Iacovelli, on behalf of Dr. Thomasa Gonzalez, Vice President for Student Affairs (absent), welcomed Jennifer Houser and Kelly Renn to Stockton and Free-to-Be. He acknowledged the promotions of Steven Radwanski, Director of Residential Life, and Brian Pluchino, Assistant Director of Residential Life Facilities and Student Retention.</p> <p>Dr. Anne Pomeroy, President of Stockton Federation of Teachers (SFT) and Professor of Philosophy, asked the members of the Stockton Federation of Teachers to stand. Dr. Pomeroy read a statement from the Stockton Federation of Teachers and the Stockton University Faculty Senate:</p> <p><i>"We are the Stockton Federation of Teachers - we are the ones who directly carry out the mission of the University, we are the ones who forge bonds with students, we are the ones who transform lives, we are the ones who create and sustain the reputation of the University, we are the ones students remember, how many of you went to Stockton? Do you remember the name of the Director of Admissions? Do you remember the name of your best teacher? Yes ... WE ARE STOCKTON.</i></p> <p><i>And we have been without a contract since 2015 - almost 2 years now, but that is hardly the whole story- because, due to our pay freeze in 2011 and then the VERY steep rise in the legislated costs transferred to us for medical benefits, we have been without any appreciable increases in our take home pay for 6 years now. Before that time, we had miniscule cost of living increases and, lest we forget, a furlough. Property taxes rise, the cost of living rises and we stay stagnant. There is just so much that anyone can take. We have reached our limit – we cannot take any more. We will not take any more.</i></p> <p><i>Let me quote from a note I got from an untenured faculty member: "A new faculty member may not fully understand just what a contract freeze "really" means, but it hits you soon enough when the annual review letter giving you a 2-year contract reappointment shows a salary that has not moved one dime. Mind you - nothing else is stagnant - family is growing, kids needs are increasing but we are stuck with the same salary ... " This same individual relates hallway conversations among new faculty about taking on restaurant or Lyft jobs to make ends meet.</i></p> <p><i>I hear of such conversations and I am sickened. Stockton boasts on its website about the high percentage of the faculty who hold terminal degrees (what is it - like 96 - 97%) -- it takes upwards of 10 - 12 years (sometimes longer) of higher education to earn a Ph.D. and we have them from Rutgers and Princeton, Harvard and U Penn, Villanova and Fordham, NYU, Michigan State, U Cal Berkeley ... best schools in the country - look at our CVs and you should be impressed. With the Ph.D. a faculty member has, dare I say, more schooling than most medical doctors, more than lawyers, more than our governor, perhaps even, with all due respect, more than some of the members of the Board. And this is how we are treated. It is shameful. Some search committees have reported that candidates are asking about the pay and the contract - can you imagine what those conversations are like? What are we supposed to say ... "well, we're not sure ... " Will you be valued here? "not so sure" Will you be valued in the State of New Jersey? Not so sure ... well...probably not.</i></p>
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For adjunct faculty it is, of course, far worse. Adjunct faculty live in a constant state of insecurity: job insecurity, income insecurity, health insecurity, food insecurity, life insecurity ... and due to their very low pay and at-will status, they are rendered for the most part, powerless. This freeze hits them hardest. The tale we tell - that this is just desired flexible work is the ugliest of myths and simply does not apply to the vast majority of adjuncts. They are the day-laborers of Academe –its dirty little secret.

Professional Staff salaries are frozen as well and that cost of living just keeps going up. But there is a larger picture as well and the larger picture may be more important. We are living in very troubling times. Right now, what work could possibly be more important than the work of higher education: what could be more important than teaching students about the difference between truth, pseudo-truths, and lies; what could be more important than teaching students how to research and find facts; what work could be more important than helping students develop a keen critical sensibility- to think through issues carefully and thoroughly; what work could be more important than modelling intellectual courage?

Yet higher education and PUBLIC higher education in particular is under attack in this country and the unions that allow faculty to be properly compensated and supported in this work that is SO important right now are under attack. We should not be surprised. It is surely no accident that NOW, right now faculty are being demoralized, undermined, propagandized, Ohio is considering a bill that would require teachers to declare their political affiliations, Koch brothers are buying their way into universities and controlling hiring practices.

The States behavior in this regard mirrors disturbing behavior across the Nation. So the question is this - Where do you stand? When you look back on this time, when the faculty and PS at the public institution you oversee were under attack where will you have stood? Will you have fought for those who carry out the primary mission of the University or not? Will you have resisted the undermining of intellectual freedom or not? Is it just too much trouble? Do you just not want to be involved? But realize this - To do nothing is to tacitly sanction the existing state of affairs --and we know that.

Therefore, we call on you to support public higher education and those who deliver that education. We need a fair contract. We need the College and University Presidents to tell OER we need a fair contract. We need the Board of Trustees to tell the Governor's office, we need a fair contract. We need you to tell them that this situation is untenable. Because one way or the other, it will surely become untenable. What you see before you is our announcement of our strength and solidarity. We are now joined in this struggle and we will prevail because we stand on the side of what is right. We are Stockton. (I won't do the mic drop) Thank you for your time and attention. This truly, truly matters now."

President Kesselman recognized from the audience, Dr. Tim Haresign, head of the AFT for the state of New Jersey, and thanked him for coming. He also offered additional comments to the community, as president, assuring his support in the fight to get a fair contract.

President Kesselman noted the PBA and CWA also do not have contracts, although the IFPTE has settled. He further noted the institutional support for faculty and staff during this difficult time. Since July 2015, the institution granted 32 faculty promotions and range adjustments; for AFT staff, 18 structural reclassifications; for faculty, 25 sabbaticals for 31 semesters; and in 2017-18, another 9 sabbaticals for 10 semesters. Since July 2015, the institution hired 60 faculty members (*not all new lines*) at an average salary of over \$68,000; and in April 2016, extended the FRIP for another 5 years, the maximum allowed. President Kesselman reaffirmed Stockton's support of its faculty and staff, and its commitment to ensure a signed contract.

He also stressed the urgency of getting everyone back at the table for continued negotiations, until all issues have been resolved. In closing, he expressed his pleasure in seeing the faculty, in their blue shirts, united for this cause.

Dr. Michael Frank, Professor of Psychology, stated on his own behalf, that something is terribly wrong with New Jersey's support for higher education. Many years ago, Stockton received 85% of its operating budget from the state of New Jersey. At President Kesselman's talk to Faculty Senate the previous day, he said Stockton receives about 10% now, to which Professor Frank believes "there's something very, very wrong with that." He called upon Dr. Kesselman and all of the other individual college presidents, to come to the bargaining table and enter into negotiations.

Dr. Michael McGarvey, Professor of Art and a delegate from Stockton Federation of Teachers, stated that he has been involved in many negotiations since 2007, and this is probably the worst one he has experienced. He also commented on the deterioration of the support of higher education in New Jersey; and remarked that public education is for educating people, who may not otherwise be able to afford an education that rivals some of the best private institution, which is the tradition here at Stockton. Dr. McGarvey asked President Kesselman if he supported all the proposals that have been put on the table by the state and the other institutions currently.

President Kesselman responded that he had not seen the other proposals, but would like to see them.

Dr. McGarvey indicated that other proposals, not economically related, have been mixed with economic package issues, which have become barriers to the negotiations. He respectfully asked President Kesselman and the Board members to find out what some of these things are so they can advocate for a fair contract now.

Dr. Tim Haresign commented that as the chief negotiator, he has been at all the negotiations and wanted to be clear on a few matters. He stated the AFT union was ready to negotiate before the contract ended in July 2015, with proposals. Negotiations were attempted but were difficult without economic proposals from Management. Regarding the misperception of the Union not coming to the bargaining table, the Union offered every Friday to come to the table last summer, but Management did not present an economic offer until the end of August 2016, 14 months after the contract ended. Negotiations have continued during the semester, and he did not want the perception that the Union is not coming to the table to persist. He was stunned that President Kesselman did not know the items presented in the proposals and offered to send them to him. Some items proposed by Management include reducing professional staff contracts from four years to three years, and tying payment of adjuncts for labs directly to student credit hours. He stated Management also rejected the Union's proposal for paid bereavement leave, and offered no counter. Dr. Haresign suggested the college presidents and boards of trustees get involved with reviewing and mitigating those "school specific" items, which have become barriers to negotiations.

A Stockton student (unidentified) commented that he and other students of Stockton would support, back, and continue to stand with the faculty until they receive a contract.

	<p>Dr. Arleen Gonzalez, Associate Professor of Criminal Justice, commented that she has taught at Stockton for 30 years and wanted to support Dr. Pomeroy’s statement about faculty, by “[putting] a face to the relationship between teachers and students.” She pointed out that both Trustee Moreno and Trustee Ejikeme were her former students; and she believed she contributed to them being here today. Dr. Gonzalez also mentioned Maryam Sarham, Student Senate President, who became a commissioner on the Atlantic County Commission on Women, because of the relationship between her and Dr. Gonzalez. In closing, she emphasized the impact of educators, not just in materials taught, but in the support that professors offer their students.</p> <p>Chairperson Deininger thanked everyone for attending the meeting and for their well-articulated, moving comments. She reiterated the sentiments of Dr. Gonzalez, acknowledging Dr. Joseph Rubenstein, Professor of Anthropology, and her former professor, Dr. Frank Cerreto, Professor of Mathematics; and noted how Stockton professors influenced her life. Furthermore, she attributed the impact of all her professors to be the reason why she became a board member of Stockton University.</p>
Next Regularly Scheduled Meeting	The next regularly scheduled meeting will be held on Wednesday, May 3, 2017 at 4:30 p.m. in the Board of Trustees Room, Campus Center.
Adjournment	Upon a motion duly made by Trustee Worthington and seconded by Trustee Jacobson, the Board voted to adjourn the meeting at 5:35 p.m.

For the Board,

Susan Davenport, Executive Vice President,
Chief of Staff and Assistant Secretary to the Board

Approved by the Board of Trustees on May 3, 2017.