



Stockton University

BOARD OF TRUSTEES MEETING

WEDNESDAY, July 19, 2023

AGENDA

The Meeting will open to the public at 12:00 p.m. in the Executive Conference Room (327e), Atlantic City 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 Fannie Lou Hamer Event Room on the Atlantic City Campus.

Notice of Public Meeting: As required by the Open Public Meetings Act, on May 24, 2023, 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, and (c) 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 May 3, 2023](#)**
- 3) **[Action Item: Approval of Special Meeting Minutes of June 2, 2023](#)**
- 4) **[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.

- 5) **Call to Order and Roll Call to reconvene Open Public Meeting: Trustee Ciccone, Board Chair**
- 6) **Oath of Office: New Trustee, Fotios Tjoumakaris: Trustee Ciccone**

7) **President's Report: President Bertolino**

8) **Committee Reports**

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

Action Item: Resolution

- [Master of Science in Accounting](#)

Information Item:

- Concentration Name Change: Journalism and Community Storytelling

- b. Student Success Committee Report: **Trustee Davis, Chair**

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

Action Items: Resolutions: Consent Agenda

- [Proposed FY24 Operating & Capital Budget and Adoption](#)
- [Reappointment of Board Member to National Aerospace Research and Technology Park, Inc.](#)

Action Item: Resolution

- [FY23-FY27 Bid Waiver Contract](#)

Action Item: Resolution

- [FY23 Increase in Bid Waiver Contract](#)

Information Items: *(approved at the June 26th Executive Committee Meeting)*

- [FY24 Bid Waiver Contract](#)
- [FY24 Increase in Bid Waiver Contract](#)

- d. Audit Committee Report: **Trustee Lozano, Chair**

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

- f. Advancement Committee Report: **Trustee Days, Chair**

- g. Investment Committee Report: **Trustee Keates, Chair**

12) **University Policy Review: President Bertolino**

Information Items: Review of University Policies (First Reading)

- [I-102 Emergency Operations and Reporting](#)
- [VI-85 Use of University-Owned Tools and Equipment](#)

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

- [II-10.5 Faculty Evaluation Policy \(1st reading at the June 26th Executive Committee Meeting\)](#)

- [VI-90 Smoking Policy](#)

13) Action Item: Resolution: [Personnel Actions](#): President Bertolino

14) 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.

15) New Business

The next regularly scheduled meeting of the Board will be held at 3:30 p.m. on Wednesday, September 20, 2023, at the Galloway Campus, in the Michael Jacobson Board of Trustees Room

Adjournment

STOCKTON UNIVERSITY
BOARD OF TRUSTEES MEETING
OPEN PUBLIC MINUTES

Wednesday, May 3, 2023

Trustees Present	Trustee Raymond Ciccone, <i>Chair</i> Trustee Nelida Valentin, <i>Vice Chair</i> Trustee Nancy Davis, <i>Secretary</i> Trustee Collins Days, Sr. Trustee Mady Deininger Trustee Stanley Ellis Trustee Sonia Gonsalves Trustee Kristi Hanselmann Trustee Michelle Keates Trustee Amy Kennedy Trustee Timothy Lowry Trustee Jose Lozano Trustee Stephanie Lutz-Koch Trustee Liliana Morales, Student Trustee Trustee Shalayby Parsons, Student Trustee Alternate Dr. Harvey Kesselman, President and Ex Officio
Call to Order	Chair Ciccone called the meeting to order at 8:16 a.m.
Approval of Open Public Regular Meeting Minutes of February 22, 2023	Upon a motion duly made by Trustee Keates and seconded by Trustee Davis, the Board voted to approve the minutes of the February 22, 2023, Board of Trustees Regular Open Public Meeting.
Approval of Open Public Special Meeting Minutes	Upon a motion duly made by Trustee Lowry and seconded by Trustee Davis, the Board voted to approve the revised minutes of March 3, 2023, Board of Trustees Special Open Public Meeting.
Approval of Open Public Special Meeting Minutes	Upon a motion duly made by Trustee Keates and seconded by Trustee Lozano, the Board voted to approve the revised minutes of April 19, 2023, Board of Trustees Special Open Public Meeting.
Resolution to Meet in Closed Session	Upon a motion duly made by Trustee Lowry and seconded by Trustee Davis, the Board voted to meet in closed session at 8:18 a.m.
Reconvene of Open Public Meeting	Trustee Ciccone reconvened the Open Public Meeting at 10:33 a.m.
Chair's Remarks	Trustee Ciccone greeted everyone in attendance and informed the audience of two upcoming events that were to take place after the meeting: the unveiling of Kesselman Hall and the ribbon-cutting of the Atlantic City – Phase II Residential Hall.
Oath of Office: Kristi Hanselmann Amy Kennedy Timothy Lowry Stephanie Lutz-Koch	Trustee Ciccone and President Kesselman welcomed new Trustees, Kristi Hanselmann, Amy Kennedy, Timothy Lowry, and Stephanie Lutz-Koch, to the Board of Trustees and administered the Oath of Office.

<p>Information Item Regarding 2022-23 Slate of Officers</p>	<p>President Kesselman presented an information item to the audience regarding the 2022-23 Slate of Officers. Due to the shift with outgoing Trustees, a new slate of officers needed to be voted upon at April's Executive Committee meeting. The new Slate of Officers will consist of the following. Raymond Ciccone as Chair, Nelida Valentin as co-chair, and Dr. Nancy Davis as secretary until September 2023.</p>
<p>Special Recognition of Outgoing Trustees</p>	<p>President Kesselman, alongside Chairman Ciccone, recognized the four outgoing Trustees: Trustee Andy Dolce, Trustee Leo Schoffer, Trustee Meg Worthington, and Student Trustee, Liliana Morales. All outgoing Trustees and the Student Trustee received plaques recognizing their service to the Board.</p>
<p>President's Report</p>	<p>President Kesselman began his report by recognizing the exemplary contributions of the late William T. Daly. While honoring the work of William T. Daly, President Kesselman presented an Action Item to rename the School of General Studies "<i>William T. Daly School of General Studies.</i>"</p> <p>Upon a motion duly made by Trustee Davis and seconded by Trustee Valentin, the Board unanimously approved renaming the School of General Studies "William T. Daly School of General Studies.</p> <p>In continuation of his report, President Kesselman commended the Associate Director of Athletic Development and head rowing coach, Christopher O'Brien, for leading the Women's Varsity 8 team to Stockton's first-ever Mid-Atlantic Rowing Conference and winning Gold Medal. O'Brien was also commended for being nominated MARC Coach of the Year.</p> <p>Lastly, President Kesselman stated the Office of the Secretary of Higher Education has granted \$21.3 million to fund two out of three projects. Over \$19 million will be allocated for the Library and Learning Commons project, while nearly \$2 million will be used for the Academic Classroom Technology Upgrades. President Kesselman also expressed his appreciation to his cabinet and the individuals who contributed to creating the proposals.</p>
<p>Academic Affairs & Planning Committee Report</p>	<p>Committee Chair Trustee Gonsalves began her report by mentioning a recent discussion held by the Academic Affairs and Planning Committee on May 2, 2023, regarding the breakdown of communication within the division and particularly with the faculty. She encouraged faculty and staff to attend their respective Senate meetings to reduce miscommunications and ensure that everyone's voices are heard. Trustee Gonsalves also highlighted important updates shared by her committee members:</p> <p>Dr. Leamor Kahanov:</p> <ul style="list-style-type: none"> • Arnold Schwarzenegger's campus visit with over 600 attendees to hear his message: Strength Against Hate. • Spring Career and Internship Fair with over 500 attendees and 130 prospective employees.

	<p>Dr. Jessica O’Shaughnessy - <i>Associate Provost for Programs</i>:</p> <ul style="list-style-type: none"> • For FY-23, Internal Faculty Awards exceeded a quarter of a million dollars. • For FY-23, External Faculty grants are nearing 5.9 million. • Dr. Joseph Cronin will join as Executive Director for the Office of Research and Sponsored Programs. <p>Dr. Warren Kleinsmith, <i>Dean of the School of Business</i>:</p> <ul style="list-style-type: none"> • Expansion of Phase I: planning to relocate the existing Dean’s suite and the administrative staff offices. • 92 business courses scheduled to work in Atlantic City for Fall 2023 Academic Year. <p>Alex Marino, <i>Director of Academic Operations in Atlantic City</i></p> <ul style="list-style-type: none"> • 450 students were eligible for the Live-Work-Learn program in Atlantic City. Out of the 450 students, 241 were able to secure employment. <p>Trustee Gonsalves concluded her report by presenting a resolution for Board Approval.</p> <ul style="list-style-type: none"> • Bachelor of Arts in Education and Human Development. <p>Upon a motion duly made by Trustee Lozano and seconded by Trustee Davis the Board unanimously approved the Bachelor of Arts in Education & Human Development.</p>
<p>Student Success Committee Report</p>	<p>Committee Chair Trustee Davis expressed her appreciation for the Student Success Committee that operates under the guidance of Dr. Chris Catching. Trustee Davis also expressed her gratitude to the family of William T. Daly and reflected on her experiences working with him. Trustee Davis yielded the floor to Chris.</p> <p>Chris highlighted the successful spring recruitment events: Division III Athletes Week, the Spring Career and Internship Fair, and the Board of Trustees Distinguished Fellows. Chris invited Dr. Ian Bouie, Director of Academic Achievement Programs, to name the Spring 2023 Trustees.</p> <p>Dr. Bouie acknowledged the students and their projects:</p> <ul style="list-style-type: none"> • Jessica Nash, <i>SMART Textbooks Online Community</i> • Jordan Harvey, <i>Inspiring the Next Generation in the Sciences</i> • Kimberly Sanchez, <i>Family Fiesta</i> • Luke O’Connor, <i>21st Century Libraries: Reinstating the Library as a Fundamental Piece of Our Culture</i> • Olivia Lovett, <i>Determining the Feasibility of Creating a Food Policy Council</i> • Safa Panna, <i>Developing New Antimony (Sb) Based Complexes for Optoelectronic Applications</i>
<p>Finance and Professional Services Committee Report</p>	<p>The Finance and Professional Services Committee met on May 2, 2023, to review the University’s financial performance and various resolutions.</p> <p>Committee Chair, Trustee Ellis, presented six resolutions on the Consent Agenda for the Board of Trustees’ approval:</p>

- Continuation of FY23 Budget into FY24
- FY24 Meal Plan Rates
- Academic Term Tuition and Fees Effective for FY24 and 2024 Summer Session Tuition and Fees
- Academic Term Fees Effective for FY24
- FY24 Tuition Rate for Fully Online Master's Degrees, Graduate Educational Endorsements, and Graduate Certificate Programs
- Reappointment of Board Member to NARTP - Dr. Anthony Lowman, effective May 2023 – May 2026.

Upon a motion duly made by Trustee Lozano and seconded by Trustee Gonsalves, the Board unanimously approved the consent agenda resolutions.

Next, Trustee Ellis presented one resolution for the Board's approval. Bid Waiver Contracts for FY24-FY28:

- Original Materials and Supplies
 - Electronic Data Collection Corporation (5-year waiver) - \$316,300
 - College Board (3-year waiver) - \$195,000
 - Niche.com, Inc. (2-year bid waiver) - \$270,000
- Utilities
 - Galloway Township Municipal Utilities Authority (3-year waiver) - \$660,000
 - Atlantic City Electric (3-year waiver) - \$10,468,000
 - Atlantic City Sewerage Company (3-year waiver) - \$990,000
 - South Jersey Gas Company (3-year waiver) - \$4,200,000
- Insurance
 - New Jersey State College and University Risk Management Program (1-year waiver) - \$890,000
 - Willis of New Jersey (1-year waiver) - \$915,000
- Personnel Recruitment and Advertising
 - JobTarget (1-year waiver) - \$100,000
- Contracts with Other Government Agencies
 - Atlantic County Utilities Authorities (5-year waiver) - \$600,000
 - Atlantic County Utilities Authorities (3-year waiver) - \$213,000
- Management Contracts
 - B&B Parking, Inc. (3-year waiver) - \$1,075,000

Upon a motion duly made by Trustee Davis and seconded by Trustee Valentin, the Board approved the FY24-FY28 bid waiver contracts.

Trustee Ellis concluded his report with an FY23 finance update. He noted that the revenue budget was 87% realized and the expense budget was 89% realized through March 31, 2023.

	<p>Further, Fitch Ratings and Moody's Investors Service both completed their annual ratings review of Stockton. Fitch upgraded Stockton from 'A-' to 'A' with a stable outlook. Moody's upgraded Stockton from 'Baa1' to 'A3' with a stable outlook.</p>
<p>Audit Committee Report</p>	<p>Committee Chair Trustee Lozano reported that the Audit Committee met on April 25, 2023. At the meeting, Internal Auditor, Baker Tilly, presented on audits in process and the University's Enterprise Risk Management project. Jennifer Potter updated the committee on the University's FY22 financial statements. Grant Thornton's audit opinion was unmodified or clean and there were no internal control deficiencies and no misstatements.</p> <p>The Audit Committee reviewed independent outside auditor responses to the publicly advertised bid for external audit and tax services. Four responses were received. An internal committee of representatives from the Division of Administration & Finance reviewed the proposals and submitted a recommendation to the Audit Committee for their consideration. The Audit Committee agreed with management's recommendation to reengage Grant Thornton for external audit and tax services for an initial 1-year period with the option to renew for two additional 1-year terms.</p> <p>Upon a motion duly made by Trustee Lozano and seconded by Trustee Deininger, the Board approved the appointment of the independent outside auditor.</p>
<p>Buildings and Grounds Committee Report</p>	<p>Chairman Ciccone, interim chair, yielded the floor to Don Hudson, Senior Vice President for Facilities and Operations.</p> <p>Don promoted the unveiling of the Phase II Residential Hall building on the Atlantic City Campus, which occurred after the Board of Trustees public session. He also confirmed that the Phase II Residential building will be set to open for students in Fall 2023.</p> <p>He touched on two more initiatives: the expansion of the Athletic Center and the opening of the North Athletic Sports Complex Pavilion. Unfortunately, the Athletic Center Expansion was paused because of bids that exceeded the budget. However, they have begun a value engineering phase and anticipate being able to put it out for bidding in the coming months. The North Athletic Sports Complex Open Pavilion is currently undergoing design development, and if all goes according to plan, the committee will move forward with bidding later this summer.</p> <p>He concluded the report by mentioning a review of next year's projected and proposed 2024 capital budget, which will be presented to the Board in July for approval.</p>
<p>Advancement Committee Report</p>	<p>Committee Chair, Trustee Days, and the Advancement Committee met on May 2, 2023.</p> <p>Trustee Days welcomed Trustee Lutz-Koch to the committee. Trustee Days expressed his gratitude for the support of the successful</p>

	<p>Scholarship Benefit Gala, which had nearly 700 members in attendance to support the foundation and honor President Kesselman. They were able to raise more than \$460,000 to support students.</p> <p>In the final remarks of his report, Trustee Days urged everyone to show their support for Stockton by giving back to the Stockton community. He expressed his optimism that the Development team will surpass their fundraising target for the year.</p>
Investment Committee Report	<p>Committee Chair, Trustee Keates, and the Investment Committee met on April 25, 2023, with Investment Managers, Wells Fargo and Windmark. The University's total portfolio balance as of March 31st was \$104,350,385. The return on investments for the first nine months of FY23 was a gain of \$4,751,320.</p> <p>The Investment Committee's next meeting will be held on August 22, 2023.</p>
University Policies	<p>President Kesselman presented the Board with the following policy for a first reading.</p> <ul style="list-style-type: none"> • VI-90 Smoking Policy <p>President Kesselman recommended Board approval for the following policies after second reading:</p> <ul style="list-style-type: none"> • I-52.2 Research and Professional Development Committee • II-3 Academic Calendar • II-16 Determination of a Student's Academic Level • II-20 Graduation with Honors • II-24 Double Major (<i>recommended for deletion</i>) • II-91 Student Education Record • III-14 Calendar Policy (<i>recommended for deletion</i>) <p>Upon a motion duly made by President Kesselman and seconded by Trustee Davis, the Board unanimously approved the revised policies.</p>
Personnel Actions Resolution	<p>Upon a motion duly made by President Kesselman and seconded by Trustee Davis, the Board unanimously adopted the Personnel Actions Resolution.</p>
Board Comments and Comments from the Public	<p>Trustee Deininger addressed the Daly family and acknowledged Dr. Daly's impact. She also emphasized the importance of General Studies at Stockton. She then addressed the three outgoing Trustees and thanked them for all their efforts and time. Lastly, she recognized and thanked President Kesselman for everything he has done for the University.</p> <p>President Kesselman wished Vice Chair Valentin a happy birthday and thanked the outgoing trustees, as well as the entire Board of Trustees for their hard work. He acknowledged what a pleasure it was to serve with them.</p> <p>Trustee Valentin echoed the previous comments and welcomed the new trustees to the Board.</p>

Chairman Ciccone took a moment to reflect on his personal experience with Dr. Daly and the profound impact he had on his life. Additionally, he expressed his sadness at the departure of the outgoing Trustees while warmly welcoming the new ones.

Leamor Kahanov began her remarks by thanking the Board for approving the Bachelor of Arts in Education and Human Development.

She congratulated the following faculty members who were awarded tenure and promotion and asked them to stand and be recognized if in the room:

- Dr. Nicole Milan-Tyner, *Assistant Professor of Health Science*
- Professor Aaron Moss, *Assistant Professor of Theatre/Directing*
- Dr. Sujoy Chakraborty, *Assistant Professor of Computer Science*
- Dr. Joseph Cirio, *Assistant Professor of Writing and First-Year Studies*
- Dr. Sarah Gray, *Assistant Professor of Chemistry*
- Dr. Zheng Li, *Assistant Professor of Computer Science*
- Dr. Ruibin Lu, *Assistant Professor of Criminal Justice*
- Dr. Marian Majd, *Assistant Professor of Economics*
- Dr. Nusret Sahin, *Assistant Professor of Criminal Justice*
- Dr. Siobahn Suppa, *Assistant Professor of Mathematics & First-Year Studies*
- Dr. Sequetta Sweet, *Assistant Professor of Organizational Leadership*
- Dr. Benham Tavakkol, *Assistant Professor of Business Studies and Business Analytics*
- Dr. Yuli Zhang, *Assistant Professor of Business Studies and Marketing*
- Dr. Bryce Muth, *Assistant Professor of Exercise Science*

Dr. Mary Lou Galantino, *Distinguished Professor of Physical Therapy*, was recognized for receiving a range adjustment.

Leamor concluded her remarks by naming and congratulating faculty on their Emeritus status:

- Dr. Lisa Honaker, *Professor Emerita of British Literature*
- Dr. Peter Cho, *Associate Professor Emeritus of Mathematics and First-Year Studies*
- Dr. Juan Tolosa, *Professor Emeritus of Mathematics*
- Dr. Karen York, *Professor Emerita of Biology*
- Dr. Janet Wagner, *Dean, School of Business*

Chris Catching announced personnel changes within the Division of Student Affairs:

- Joseph Thompson, *Director of Campus Center Operations*

	<ul style="list-style-type: none"> • Desiree Robinson, <i>Case Management Specialist</i> • Dr. Brooke Zall-Crawford, <i>Director of Counseling and Psychological Services</i> • Rosaria Pipitone, <i>Associate Director of Career Education and Development</i> • Dr. Ana Edmondson, <i>Assistant Vice President for Student Transition Access and Retention Programs</i>
New Business	Dr. Kesselman announced that the Criminal Justice bachelor's degree program has earned the ACJS endorsement for academic quality. This program is the first in the nation to be awarded the newly-created designation for academic excellence.
Next Regularly Scheduled Meeting	The next regularly scheduled Board of Trustees meeting will be held on Wednesday, July 19, 2023, at 3:30 p.m. at the Atlantic City Campus in the Fannie Lou Hamer Event Room.
Adjournment	<p>Trustee Ciccone thanked everyone for their attendance.</p> <p>Upon a motion duly made by Chairman Ciccone and seconded by Trustee Davis, the Board voted to adjourn the meeting at 11:34 a.m.</p>

Approved by the Board of Trustees on July 19, 2023

**BOARD OF TRUSTEES
MINUTES OF SPECIAL MEETING
OPEN SESSION
JUNE 2, 2023**

BOT Members Present	Ray Ciccone (<i>Chair</i>), Nelida Valentin (<i>Vice Chair</i>), Nancy Davis (<i>Secretary</i>), Stanley Ellis, Sonia Gonsalves, Kristi Hanselmann, Michelle Keates, Amy Kennedy, Tim Lowry, Jose Lozano, Stephanie Lutz-Kock, and Harvey Kesselman (<i>President, Ex-Officio</i>)
Absent	Reverend Collins Days, Sr., Madeleine Deininger, and Fotios Tjoumakaris
Additional Guests	Susan Davenport, Brian Kowalski, Heather Watkins, Gene Lepore (Executive Director, New Jersey Association of State Colleges and Universities), Marissa Levy, Jennifer Potter, Don Hudson, Chris Catching, Dan Nugent, Ellen Bailey, and Joe Bertolino.
Item I.	Call to Order Chair Ciccone called the meeting to order at 9:23 a.m.
Item II.	Resolution to Meet in Closed Session Upon a motion duly made by Trustee Lozano and seconded by Trustee Lowry, the Board voted to meet in closed session at 9:24 a.m.
Item III.	Adjournment Upon a motion duly made by Trustee Lowry and seconded by Trustee Keates, the Board voted to adjourn the meeting at 2:01 p.m.

Respectfully Submitted,
NANCY DAVIS
Board Secretary

BRIAN KOWALSKI, Esq.
General Counsel

Approved by the Board of Trustees on July 19, 2023.

**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 matters, terms and conditions of collective bargaining, real estate matters, pending or anticipated litigation, and public safety matters, including recommendations of the President contained in the Personnel Resolution; and be it further
- RESOLVED,** that the discussion of matters discussed in closed session may, or may not, be disclosed to the public during that portion of the meeting which convenes at 10:30 a.m.

July 19, 2023

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

TO OFFER A MASTER OF SCIENCE DEGREE IN ACCOUNTING

- WHEREAS,** the University mission statement affirms a goal to, “help our students develop the capacity for continuous learning and the ability to adapt to changing circumstances in a multicultural and interdependent world;”
- WHEREAS,** Stockton graduates enter a competitive and dynamic global business environment where technical competencies, digital acumen and professionalism are critical. The Stockton University Master of Science in Accounting provides students with the technical skills and core competencies required of newly licensed certified public accountants (CPAs) to meet the needs of the marketplace; and
- WHEREAS,** students with a Master of Science in Accounting can work in a variety of business fields, settings, and industries, and will be prepared to pursue CPA licensure; and
- WHEREAS,** the Stockton University School of Business is uniquely prepared to deliver high-quality, interdisciplinary education, evidence-based coursework in Accounting; and
- WHEREAS,** such a program responds to the demonstrated market demands in southern New Jersey and the New York, New Jersey, Pennsylvania, and Delaware region; and
- WHEREAS,** the shared governance bodies of the University recommend the proposed Master of Science in Accounting to the Board of Trustees for its endorsement; therefore, be it
- RESOLVED,** that the Board of Trustees approves and authorizes the Stockton University administration to notify the New Jersey higher education community of Stockton’s intent to offer the Master of Science in Accounting degree and, subsequent to review by the Academic Issues Committee and the New Jersey Presidents’ Council, take all necessary steps to implement the academic offering.

July 19, 2023

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

PROPOSED FY24 OPERATING & CAPITAL BUDGET AND ADOPTION

- WHEREAS,** Stockton University has prepared a proposed FY24 Operating & Capital Budget for consideration by the Board of Trustees for adoption; and
- WHEREAS,** the Finance and Professional Services Committee of the Board of Trustees has met to discuss the proposed FY24 Operating & Capital Budget and has recommended that the proposed budget, with any modifications, be presented to the Board for its consideration; therefore, be it
- RESOLVED,** that the proposed FY24 Operating & Capital Budget is accepted by the Stockton University Board of Trustees and is hereby adopted.

July 19, 2023

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

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

- WHEREAS,** on September 18, 2013, the Board of Trustees of Stockton University authorized the establishment of Stockton Aviation Research and Technology Park of New Jersey, Inc. (Stockton ARTP) as an auxiliary corporation under the Public College Auxiliary Organization Act, N.J.S.A. 18A:64-26 et seq., and designated Stockton ARTP as a 501(c)(3) New Jersey non-profit corporation, to support and strengthen the University's mission and serve the University by shaping the growth and activities to meet the evolving needs of the University and community; and
- WHEREAS,** in accordance with N.J.S.A. 18A:64-31, the University trustee, student directors and private sector directors of Stockton ARTP's Board of Directors shall be appointed by the University's Board of Trustees for terms of up to three years; and
- WHEREAS,** on April 27, 2018, pursuant to the New Jersey Non-Profit Corporation Act, N.J.S.A. 15A:9-4, Stockton ARTP filed a Certificate of Amendment to its Certificate of Incorporation changing the name of the organization to National Aviation Research and Technology Park, Inc.; and
- WHEREAS,** on May 14, 2018, the State of New Jersey, Department of the Treasury, Division of Revenue & Enterprise Services, issued a Certificate of Amendment verifying the business name change to National Aviation Research and Technology Park, Inc. (NARTP) and assigned Validation Number: 4054250448; and
- WHEREAS,** on July 15, 2021, pursuant to the New Jersey Non-Profit Corporation Act, N.J.S.A. 15A:9-4, NARTP filed a Certificate of Amendment to its Certificate of Incorporation changing the name of the organization to National Aerospace Research and Technology Park, Inc.; and
- WHEREAS,** on November 30, 2021, the State of New Jersey, Department of the Treasury, Division of Revenue & Enterprise Services, issued a Certificate of Amendment verifying the business name change to National Aerospace Research and Technology Park, Inc. (NARTP) and assigned Validation Number: 4155888283; and
- WHEREAS,** the President of the University has recommended the reappointment of the individual listed below to serve as an NARTP board member for the term indicated; therefore, be it
- RESOLVED,** that the Stockton University Board of Trustees authorizes the reappointment of the individual listed below to the NARTP Board of Directors for the term indicated.

Private Sector Director	Term of Appointment
Dr. Steve Hampton	July 19, 2023 – July 18, 2026

July 19, 2023

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

FY23-FY27 BID WAIVER CONTRACT

- WHEREAS,** the State College Contracts Law, N.J.S.A. 18A:64-52 et seq., authorizes college and university Boards of Trustees to approve waivers of the public bid process for procurement of specified goods and services in furtherance of the missions of the state colleges and universities; and
- WHEREAS,** the Board of Trustees of Stockton University finds the following purchase, contract and agreement has met the criteria for award without public bid under the provisions of N.J.S.A. 18A:64-56; therefore, be it
- RESOLVED,** that the Stockton University Board of Trustees authorizes the President or the President's designee to enter into a contract with the vendor indicated below, under the bid waiver provisions of the State College Contracts Law.

Vendor & Category

FY and Amount

Information Technology

Cayuse Topco, Inc. dba Cayuse LLC (524017)

FY23-FY27: \$304,000

This bid waiver will allow the Office of Research and Sponsored Programs within the Division of Academic Affairs to obtain a four-year software subscription for the Cayuse Research Management Platform. The Cayuse module is a cloud-based suite that is designed to simplify the preparation and submission of electronic proposals to sponsoring agencies, improve administrative efficiency, ensure compliance with federal and state regulations for research administration, and find new sources of federal funding and opportunities to pursue. The research suite integrates with the existing Cayuse Institutional Review Board software. The Institutional Review Board is tasked with reviewing research protocols involving human participants to ensure that the institution remains compliant with federal research regulations and best practices. Services provided by Cayuse include implementation, data migration, and a single platform that provides integration of the compliance and administration sectors. This suite will help ensure Stockton's compliance with federal research and financial administration regulations.

(Reference: N.J.S.A. 18A:64-56(a)[19]).

July 19, 2023

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

FY23 INCREASE IN BID WAIVER CONTRACT

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

Vendor & Category

FY and Amount

Utilities

South Jersey Gas (521002)

Additional Amount Requested FY23: \$ 48,500

Previously Approved Contract Amount FY21-FY23: 1,750,000

New Recommended Contract Total FY21-FY23: \$1,798,500

This bid waiver increase is for the increased cost for transportation and use of existing infrastructure owned and operated by South Jersey Gas, as the public utility company, for the Galloway and Atlantic City campuses, and all additional University locations. (Reference: N.J.S.A. 18A:64-56(a)[08]).

July 19, 2023

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

FY24 BID WAIVER CONTRACT

- WHEREAS,** the State College Contracts Law, N.J.S.A. 18A:64-52 et seq., authorizes college and university Boards of Trustees to approve waivers of the public bid process for procurement of specified goods and services in furtherance of the missions of the state colleges and universities; and
- WHEREAS,** the Board of Trustees of Stockton University finds the following purchase, contract and agreement has met the criteria for award without public bid under the provisions of N.J.S.A. 18A:64-56; therefore, be it
- RESOLVED,** that the Stockton University Board of Trustees authorizes the President or the President's designee to enter into a contract with the vendor indicated below, under the bid waiver provisions of the State College Contracts Law.

Vendor & Category

FY and Amount

Original Materials & Supplies

Reading & Language Arts Centers Inc. dba Brainspring (524016) **FY24: \$140,000**
Southern Regional Institute & Educational Technology Training Center (SRI & ETTC) will host professional development training programs in Orton-Gillingham Phonics First and Structures Level I. Orton-Gillingham is a proprietary program for Phonics instruction specifically for middle school students. Brainspring provides certified tutors/trainers to deliver the customized Orton-Gillingham professional development training. The Structures training offered by SRI & ETTC is livestream training. The attendees will log on to a synchronous course from the SRI & ETTC computer lab. The participants will attend the course from the SRI & ETTC to ensure active participation as requested by the school district. Participating school districts pay a registration fee, which covers the entire cost of the program, and the University receives a small administrative fee. (Reference: N.J.S.A. 18A:64-56(a)[03]).

Approved by the Executive Committee on June 26, 2023

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

FY24 INCREASE IN BID WAIVER CONTRACT

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

Vendor & Category

FY and Amount

Original Materials and Supplies

Tricia Mosher Consulting Inc. (523016)

Additional Amount Requested FY24: \$ 199,015

Previously Approved Contract Amount FY23: 203,720

New Recommended Contract Total FY23-FY24: \$ 402,735

This bid waiver increase will allow the Child Welfare Education Institute at Stockton University to continue to contract with Tricia Mosher Consulting Inc. Tricia Mosher Consulting Inc. will provide additional training services and continue working on the Leadership Transformation Collaborative project. The increase also includes continued work on the Leadership and Supervision training series for all New Jersey Department of Children and Families (NJDCF) staff. Tricia Mosher is a subject-matter expert who developed the curriculum specific to this training series and NJDCF mandates that this training and training related assignments be delivered by Tricia Mosher. (Reference: N.J.S.A. 18A:64-56(a)[03]).

Approved by the Executive Committee on June 26, 2023



MEMORANDUM

TO: Joe Bertolino, President
FROM: Terricita Sass, Executive Vice President and Chief of Staff
DATE: July 19, 2023
SUBJECT: Recommendation to Revise/Delete University Policy

I am pleased to request a revision of the following policy as recommended by policy administrators:

- I-102 Emergency Operations and Reporting
- VI-85 Use of University-Owned Tools and Equipment

I recommend the Board of Trustees conduct a First Reading of the policies at the July 19, 2023, meeting, followed by approval of the recommendation for a Second Reading and vote on the updated policies at the September 20, 2023, meeting.

Policy I-102: Emergency Operations and Reporting

Summary of Key Changes

The Policy has been updated as follows:

- Updated Policy Administrator from Chief of Police to Director, Campus Public Safety.
- Revised language regarding incidents to be reported.

STOCKTON UNIVERSITY



POLICY

Emergency Operations and Reporting

Policy Administrator: Director of Campus Public Safety

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

Effective Date: July 25, 1983; February 16, 2011, TBD

Index Cross-References: Procedure 1071: Emergency Operations and Procedure; Procedure 6930: Clery Act Compliance; Policy I-120: Student Procedure Prohibiting Discrimination and Harassment in the Academic / Education Environment

Policy File Number: I-102

Approved By: Board of Trustees

The University has a comprehensive Emergency Operations Plan (“the plan”) using an “all-hazards” approach to proactive planning and preparedness to responding to any type of emergency or incident. The Emergency Operations Plan is maintained by the Office of Campus Public Safety in electronic and hard-copy format.

Stockton University institutional Procedure 1071 defines how emergencies and crimes are reported.

Review History:

	Date
Policy Administrator	04/05/2023
Divisional Executive	04/05/2023
General Counsel	04/21/2023
Cabinet	05/24/2023
President	05/24/2023
Board of Trustees	

VI-85: Use of University-Owned Tools and Equipment

Summary of Key Changes

The Policy has been updated as follows:

- Updated Policy Administrator
- Minor grammatical changes

STOCKTON UNIVERSITY



POLICY

Use of University-Owned Tools and Equipment

Policy Administrator: Senior Vice President for Facilities and Operations

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

Effective Date: January 31, 1975; October 1, 2009; February 16, 2011; TBD

Index Cross-References:

Policy File Number: VI-85

Approved By: Board of Trustees

The University supplies tools and equipment for the purpose of maintaining and repairing all Stockton owned and controlled facilities and equipment.

University owned tools and equipment are to be used for work on University-owned or University-controlled properties only. Personal use of such tools and equipment is prohibited.

Review History:

	Date
Policy Administrator	03/14/2023
Divisional Executive	03/14/2023
General Counsel	04/21/2023
Cabinet	05/24/2023
President	05/24/2023
Board of Trustees	

**STOCKTON UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

APPROVAL OF ACTION FOR UNIVERSITY POLICY

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

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

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

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

- II-10.5 Faculty Evaluation Policy
- VI-90 Smoking Policy

The Board of Trustees has completed a first review of these policies on May 3, 2023, and June 26, 2023, and therefore be it

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

July 19, 2023

Policy II-10.5: Faculty Evaluation Policy

Summary of Proposed Key Changes

Key changes include:

- Edited language around separation of tenure and promotion (5.0)
- Cleaned up language to ensure “creative” was included with “scholarly activity” throughout the document
- Added language around the value of experiential learning which may be defined as community engagement (6.1.3.4, 6.2.3, 6.3.2)
- Added language around diversity, equity, inclusion, and belonging (2.1.9, 2.2.4, 6.3.2)
- Refined language around internal & external service (6.3.4) after discussion of compensated v. uncompensated service
- Revised definition of “program” to include First-Year Studies (8.2)
- Removed tenure quota (previously listed as 9.5.4)
- Added language for NTTP Teaching/Clinical Specialists (10.1-2-3)
- Clarified language for Library Faculty (11.0)

STOCKTON UNIVERSITY



POLICY

Faculty Evaluation Policy

Policy Administrator: Provost

Authority: N.J.S.A. 18A:64-6; N.J.S.A. 18A:60-16

Effective Date: May 2, 2007; September 1, 2016; TBD

Index Cross-References:

Policy File Number: II-10.5

Approved By: Board of Trustees

This policy covers all members of the faculty. For this purpose, the following definitions of faculty apply:

- Regular faculty includes tenure-track and part-time, non-tenure track faculty;
- Non-Tenure Track Teaching, or Clinical and/or Other Professionals include Levels I, II and III Specialists;
- Adjunct faculty includes teaching-only, non-tenure-track, term-based faculty,
- Visiting faculty includes non-tenure track faculty pursuant to Article XIII [of the Master Agreement], and;
- Library faculty includes all librarians who hold academic rank.

1.0 PREAMBLE

1.1 As a nationally ranked public liberal arts university, Stockton University is committed to high standards of faculty performance that will sustain and extend the excellence we have achieved. This commitment embodies the teacher-scholar model central to the liberal arts tradition. In turn, the dynamic relationship between teaching and scholarship is part of maintaining the currency of the University's approach to interdisciplinary learning. While much of this policy focuses on evaluation of individual faculty members, this policy also affirms that interdisciplinary, liberal arts education is not the work of an individual, but necessarily involves purposeful collaboration in order to achieve the University's mission.

1.2 The status of faculty members changes as they earn reappointment, tenure and promotions, advancement, or move from part-time, temporary, teaching/clinical specialist or visiting employment to a tenure-track position. As one's status changes, so do expectations and, in some cases, the method of evaluation.

1.3 Although formal evaluation processes take place on varied cycles, the

University expects the highest level of professionalism at all times. Faculty are expected to perform their roles in a manner that reflects positively on themselves and on the University. Education is a shared enterprise that entails the ability to work well with colleagues and others on campus and to contribute to institutional, School, and Program goals.

- 1.4 University expectations of faculty performance fall into two broad areas: those areas of faculty responsibility traditionally used by institutions of higher education to judge performance and the continued development of their faculty, and those expectations that reflect obligations of faculty as University employees.
- 1.5 Throughout this policy, the term “faculty” shall mean teaching faculty and the term “library faculty” shall be used to refer to librarians covered under Article XVII of the Master Agreement. For the purposes of communicating expectations for evaluation, reappointment, and advancement only, the use of the term “faculty” applies to adjuncts, part-time, and non-tenure-track professionals as well.

2.0 STATEMENT OF FACULTY AND LIBRARY FACULTY RESPONSIBILITIES

- 2.1 Statement of Faculty Responsibilities. While individual appointment contracts outline general responsibilities of a faculty member’s appointment, the evaluation of faculty requires a clear statement of the responsibilities of all faculty, including those who are tenured. These responsibilities include sustained and consistent success in:
 - 2.1.1 Teaching, including General Studies teaching and teaching in all areas where a faculty member is listed as a member of the Program faculty or associated faculty in the University’s official publications.
 - 2.1.2 Keeping abreast of developments in one’s areas of teaching responsibility and in pedagogical innovations as well as incorporating this knowledge into teaching.
 - 2.1.3 Regular and systematic assessment of the achievement of student learning outcomes in one’s Program and General Studies teaching, as appropriate within the context of Program objectives, and the use of this assessment in the continual improvements of teaching and professional work.
 - 2.1.4 Precepting as applicable, including facilitation of students’ academic and career planning/decision making; conscientious attention to students’ progress toward graduation; and helping students to access resources to reinforce these efforts. Prompt and timely communication with students and preceptees, including stewardship of student records and the maintenance of grading and attendance records in a manner consistent with University policy and procedures and all relevant statutes.
 - 2.1.5 Where appropriate, fulfilling all expectations of faculty required to acquire and maintain professional or other accreditation of the University’s programs.

- 2.1.6 Excellence in teaching entails respect for students as members of the Stockton academic community. Therefore, faculty are expected to respond to student questions in a timely manner, offering opportunities to converse outside the classroom to enhance student learning where appropriate.
 - 2.1.7 Positive collaboration with one's colleagues in the achievement of individual, Program, School, and University purposes. This includes active participation in Program, School, and other meetings and providing support for, and contribution to the development of, new faculty and adjunct faculty.
 - 2.1.8 Regular participation in and support of program activities, including those designed to foster student learning outside the classroom.
 - 2.1.9 Active participation in faculty recruitment, including efforts to achieve diversity, equity, inclusion, and belonging.
 - 2.1.10 Research, scholarship, or artistic/creative work as applicable, which may include the development of grant proposals as defined in Section 6.2.4.6.10, applied research, or other approaches to the discovery of new knowledge, and where appropriate, its integration with teaching.
 - 2.1.11 Participation in University organizations and activities such as Faculty Senate, Union leadership, faculty and University task forces and committees, student recruitment, the maintenance of positive relations with alumni, and the support of student organizations and activities. A pattern of ongoing participation in those events that contribute to the intellectual life of the University, including ceremonial events.
 - 2.1.12 Some uncompensated service is expected of all full-time faculty members.
 - 2.1.13 The use of one's professional talents, whether based in one's discipline or not, in service to the University and to non-University audiences, communities, and/or organizations in a manner that reflects positively on the University and its purposes.
 - 2.1.14 Any other duties as may be assigned within the context of one's individual appointment contract.
- 2.2 Statement of Library Faculty Responsibilities: While an individual appointment contract outlines general responsibilities of a Library faculty member's appointment, a clear statement of the Library faculty member's responsibilities must be included in the evaluation file of a tenured or non-tenured Library faculty member. These responsibilities include sustained and consistent success in:
- 2.2.1 Keeping abreast of developments in one's areas of responsibility and in innovations in theory and practice, as well as incorporating this knowledge into one's work.
 - 2.2.2 Regular and systematic assessment of the outcomes of library

services in one's area of assigned responsibility, contributing to the assessment of library service as a whole, and the use of this outcomes assessment in the continual improvement of one's professional work.

- 2.2.3 Promoting and exhibiting positive collaboration with one's colleagues in the achievement of individual, unit, Library, and University purposes, including active participation in Library and other meetings.
 - 2.2.4 Active participation in Library faculty and staff recruitment, including efforts to assist the University and Library achieve its goals related to diversity, equity, inclusion, and belonging.
 - 2.2.5 Regular participation in unit and Library activities, including those designed to foster student learning, faculty research, and teaching.
 - 2.2.6 Research, scholarship, or artistic/creative work as applicable, which may include the development of grant proposals as defined in Section 6.2.4.6.10, applied research, or other approaches to the discovery of new knowledge, and its integration with library services.
 - 2.2.7 Participation in University organizations and activities, such as Faculty Senate, Union leadership, faculty and University task forces and committees, and events that contribute to the intellectual life of the University, including ceremonial events, student recruitment, the maintenance of positive relations with alumni, and the support of student organizations and activities.
 - 2.2.8 Some uncompensated service is expected of all full-time faculty members.
 - 2.2.9 The use of one's professional talents in service to the University and to non-University audiences, communities, and organizations in a manner that reflects positively on the University and its purposes.
 - 2.2.10 Any other duties as may be assigned within the context of one's individual appointment contract.
- 2.3 Library Faculty with Teaching Responsibilities: When librarians assume classroom teaching responsibilities in load, the standards in sections 2.1.1 through 2.1.3] will apply, and classroom teaching will be evaluated under 6.00 (Elaboration of University Standards for Teaching Faculty). When librarians assume responsibilities of preceptors, the standard set in 2.1.4 will apply.

3.0 OTHER RESPONSIBILITIES OF FACULTY AND LIBRARY FACULTY

Other responsibilities and expectations of faculty that derive from their employment by the State and the University these include:

- 3.1 Adherence to all policies and procedures of the University as well as public laws, administrative rules, or other official regulations and directives.

- 3.2 Adherence to all obligations and procedures outlined in the Master Agreement and all locally negotiated agreements.
- 3.3 Regular attendance and performance of one's professional responsibilities to the University, consistent with guidelines issued by one's supervisor. Provided reasonable notice has been given, timely responses to all official communications and requests for information, including the provision to the Program Chair and School Dean of a syllabus for every course each term as well as timeliness in the performance of one's responsibilities to the University and its students.
- 3.4 Regular availability to students, colleagues, and staff.

4.0 EVALUATION OF FACULTY

- 4.1 It is the policy of the University to evaluate regularly the performance of all faculty, including library faculty and those who have been granted tenure. The purposes of such evaluation are 1) to provide probationary faculty with a clear statement of University, School, and Program expectations of performance; 2) to provide all faculty with timely information regarding the extent to which they are meeting these expectations of performance; 3) to identify aspects of a faculty member's performance that may need improvement in order to meet or continue to meet University expectations; 4) to provide a foundation for discussions of performance issues between the faculty member and the Dean or other direct supervisor as well as their peers; and 5) to determine whether a faculty member should be reappointed, advanced, tenured, or promoted.
- 4.2 Adjunct faculty are expected to meet the obligations that derive from employment by the State and the University listed above, those noted in the Agreement for State Colleges/Universities Adjunct Unit, and those obligations listed above that focus primarily on teaching, i.e., [2.1.1, 2.1.2, 2.1.3, 2.1.6, and 2.1.13].

5.0 UNIVERSITY STANDARDS FOR FACULTY EVALUATION

The University expects faculty to excel in a variety of ways and to balance teaching, scholarship/creative activity (if applicable), and service effectively. Sustained excellence in teaching is a necessary but not in itself sufficient condition for tenure or promotion to higher rank or for reappointment to any faculty position that includes teaching. Scholarship leading to peer-reviewed or other scholarly publications, grants, and/or creative work and activity is also a requirement for tenure and promotion to higher rank. Exceptions to this expectation that are not outlined below in 5.1 will be documented in the evaluation process through a recommendation at any level of review. Faculty are also expected to contribute to University, community, and/or professional life through service activities. Excellence in teaching and impact of service are sufficient conditions for reappointment of non-tenure track or other faculty positions that exclude research, scholarly or creative activity.

5.1 Specifically, the University recognizes five scenarios:

5.1.1 Faculty who are hired under the full-time, Tenure-Track Instructor

Lines MOA earn Tenure at the rank of instructor. The emphasis of their work is expected to be on teaching and service. Scholarship and/or creative activities are not required for the achievement of tenure. However, those seeking promotion to a higher rank must meet the applicable School and Program standards for that rank.

- 5.1.2 It is sometimes advisable to appoint, as tenure-track faculty, individuals who have excellent credentials as practitioners or clinicians in an applied field but have not previously had the need to develop a scholarly program. Typically, these individuals will have terminal degrees that are not research-based degrees. Such individuals should be identified no later than year three in their evaluation cycle. They may be considered for tenure without concurrent promotion to Assistant Professor or Associate Professor, provided that they have demonstrated a particularly high level of excellence in teaching and service and that they are deemed likely to meet the standards for promotion in the area of scholarship/creative activity after attaining tenure.
 - 5.1.3 Candidates who successfully pursue early promotion will be evaluated for tenure based upon their performance during their entire probationary period and will not be required to pursue additional concurrent promotion.
 - 5.1.4 Visiting (Article XIII of the Master Agreement) positions in this policy are not eligible for tenure and/or promotion. However, all faculty members who aspire to apply to a tenure-eligible position may engage in activities that will be expected of them, should they succeed in attaining a tenure-track position.
 - 5.1.5 Some of the positions in this policy include opportunities for a change from Level III to Level II and Level II to Level I, as applicable to their appointment and the needs of the University. In no cases is concurrent level change an expectation for reappointment.
- 5.2 University Standards
- 5.2.1 This section outlines University standards for the evaluation of all faculty and the process whereby School and Program standards, consistent with the University standards, are restated in terms consistent with the character of the different Schools and disciplines.
 - 5.2.2 The University expects all faculty to meet and sustain these standards with consistent evidence of positive development in all areas of evaluation. Adjunct, part-time, pre-tenured, tenured and professionals serving on non-tenure-track contracts are expected to sustain an overall pattern of excellence consistent with their rank and/or assigned responsibilities.
 - 5.2.3 The University recognizes that faculty members, either in response to evaluations or in the interest of continuing vitality, may create individual paths towards excellence in a blend of teaching, service and/or scholarship/creative activity, as applicable, that allows them

to distinguish themselves. Consistent accomplishment over time will be evaluated positively, while recognizing that a candidate's relative contributions to the campus community in terms of teaching/librarianship, scholarly/creative/professional activity, and service normally will vary over time. Therefore, short periods of relatively less activity in one area should be complemented by greater activity in the others, producing balance and a consistently high level of accomplishment overall.

6.0 ELABORATION OF UNIVERSITY STANDARDS FOR TEACHING FACULTY

6.1 Teaching

6.1.1 Educating students, both inside and outside the classroom, studio, or laboratory is the University's primary purpose. Therefore, performance in teaching carries the greatest weight in the evaluation of faculty. All aspects of teaching, including preceptorial teaching as applicable, will be evaluated in order to gain a clear understanding of each faculty member's performance.

6.1.2 In broad terms, excellence in teaching is characterized by:

6.1.2.1 A thorough and current command of the subject matter, teaching techniques, and methodologies of the disciplines one teaches.

6.1.2.2 Sound course design and delivery in all teaching assignments—whether program or General Studies, introductory or advanced offerings—as evident in clear learning goals and expectations, content reflecting the best available scholarship or artistic practices, and teaching techniques aimed at student learning.

6.1.2.3. The ability to organize course material and to communicate this information effectively. The development of a comprehensive syllabus for each course taught, including expectations, grading, and attendance policies and the timely provision of copies to students.

6.1.2.4 Demonstration of respect for students as members of the academic community through timely feedback and responses to student communications.

6.1.3 Where appropriate, additional measures of teaching excellence are:

6.1.3.1 Ability to use technology in teaching.

6.1.3.2 The capacity to relate the subject matter to other fields of knowledge.

6.1.3.3 Seeking opportunities outside the classroom to enhance student learning of the subject matter.

6.1.3.4 The ability to lead, promote, and/or participate in

successful credit-bearing experiences in community engagement, service-learning, faculty-sponsored/ mentored research, and global education.

6.1.3.5 Ability to create an inclusive and respectful environment.

6.2 Scholarly and Creative Activity

6.2.1 The teacher-scholar model recognizes that a serious and continuing commitment to engaging in the scholarship or creative activity of one's disciplinary and/or interdisciplinary work consistent with rank and/or assigned responsibilities, enriches teaching and is the foundation of sustained excellence within the classroom.

6.2.2 Publications and creative work in support of reappointment and tenure are those achieved during the tenure candidate's probationary period. Activity in support of a post-tenure promotion or range adjustment is that work completed since the most recent promotion or range adjustment.

6.2.3 The University recognizes a wide variety of scholarly vehicles: disciplinary or interdisciplinary research, pedagogical research, applied research, integrative scholarship, community engagement and service-learning, artistic or creative activity, and grant writing. Scholarly or creative activities may take many forms and use different vehicles to communicate with the broader academic community.

6.2.3.1 The University recognizes that the time and effort required to complete scholarly or artistic projects may vary markedly among disciplines and sub-disciplines. Such variance is addressed in approved School and Program standards.

6.2.4 The burden is always on the candidate to document the excellence of one's work. In cases of shared or multiple authorship, clarification of the degree of one's participation is expected. In cases of conference presentations or proceedings, clarification should be provided with regard to the selectivity of the review process.

Typically, central to judgments regarding scholarly and creative activity are:

6.2.4.1 The capacity to bring scholarly or creative projects to completion.

6.2.4.2 A mix of scholarly activities appropriate to one's appointment e.g., in some cases, scholarly activity will be primary, in others, creative activity.

6.2.4.3 Judgments of the worth and significance of the work by those qualified to make such judgments. These may include disciplinary peers, professional organizations, ad hoc groups, such as evaluation, judging, or refereeing panels.

6.2.4.4 Documentation of the impact of one's work

- with students
- within the scholarly area
- within higher education generally
- on documented standards of best practices in pedagogy
- in the application of one's work
- as evident in citations of one's work
- on public policy or institutions
- in the artistic/cultural realm
- or in an educational setting

6.2.4.5 Just as in the case of traditional scholarship involving the discovery of new knowledge, when one's work consists of pedagogical, integrative, or applied scholarship, its significance may be documented by demonstration of clear goals, adequate preparation, appropriate methods, significant results, effective presentation, and reflective critique. Presentation before peers and colleagues and advancing the discipline are also expectations of alternate forms of scholarship.

6.2.4.6 The University understands excellence in a variety of scholarly or creative activities to embody the following:

6.2.4.6.1 Books should be published by reputable academic or trade presses and reviewed in appropriate journals.

6.2.4.6.2 Articles, essays, reviews, and creative writing should be published in appropriate scholarly/creative journals or venues, whether print or electronic. Some assessment should be made as to the quality of the journal in which the piece appears, in particular, its scholarly/creative reputation and whether or not the journal or proceedings are peer-reviewed.

6.2.4.6.3 Scholarly and creative activity that involves students as co-presenters, co-participants, or co-authors.

6.2.4.6.4 A presentation should be evaluated on the quality of its content and on the prestige of the meeting where it was delivered. Qualitative judgments are best made when copies of presentations are made available. National and regional meetings should rank higher than local meetings in most instances. Scholarly presentations should be ranked more highly than non-scholarly ones. Competitive selections as well as presentations receiving disciplinary acknowledgement for excellence should be noted. In most disciplines a record of scholarship based on presentations alone will not be evaluated

as highly as one including refereed publications.

- 6.2.4.6.5 Work in the arts may be evaluated by a number of different measures: assessment of its quality by peers or professional critics; the reputation of the gallery, museum, or other artistic venue where it is shown or presented; the respect afforded the organization for which it is performed or under contract; or some other measure of its success or impact (e.g. royalties, awards, or impact on public debate or on other artists).
- 6.2.4.6.6 Other forms of scholarly or creative activity that may appear in emerging scholarly or artistic media may be included as well, provided that comparable standards of peer review can be applied to them.
- 6.2.4.6.7 Where reviews are included in a file as evidence of the worth of a candidate's scholarly or artistic work, attention should be given to the professional credentials of the reviewer and the reputation of the journal or publication as specified in School and/or Program standards.
- 6.2.4.6.8 Professional activities undertaken as a practitioner or consultant are considered scholarly activity when they go beyond the routine application of knowledge to the creation of new knowledge and the development of new standards for practice. Such qualities distinguish between scholarship and professional service. Those making the judgments regarding the standards for applied research necessarily involve more than clients and include academic peers familiar with the area of practice under consideration.
- 6.2.4.6.9 In those disciplines with strong expectations of practice to maintain current competency, appropriate standards for determining the significance of this work will be developed at the Program level and approved through the standard procedure.
- 6.2.4.6.10 Grants or monetary awards that are funded or reviewed as fundable from governmental or non-governmental organizations are considered examples of scholarship if those grants and awards are subject to external peer review.
- 6.2.4.6.11 Faculty engaged in community outreach can make a difference in the communities and beyond by defining or resolving relevant social problems or issues, by facilitating organizational development, by improving existing practices or programs, and by

enriching the cultural life of the community. Scholarship may take the form of widely disseminating the knowledge gained in community-based projects in appropriate professional venues in order to share its significance with those who do not benefit directly from the project.

6.3 University and Community Service

6.3.1 The faculty role includes contributions to the achievement of the University's mission through effective participation in governance activities, including leadership roles at the Program, School, or University-wide levels. These contributions may require the capacity to work collaboratively with other members of the University community, including activities related to alumni and the University Foundation.

6.3.2 Faculty may also contribute in broader arenas such as state, regional, national or international organizations and disciplinary/professional associations. In addition, faculty may contribute to the University's public mission, including its commitment to diversity, equity, inclusion, and belonging, through service to our community, region, state or country. Per the Carnegie definition, community engagement and service-learning that enriches scholarship, research, and creative activity; enhances curriculum, teaching and service-learning; prepares educated, engaged citizens; strengthens democratic values and civic responsibility; addresses critical societal issues; contributes to the public good enriches scholarship. Community engagement and service-learning is particularly valued at Stockton.

6.3.3 The University expects faculty in their first five years of service to serve the University and community at levels commensurate with their rank. Faculty who are tenured, have multi-year contracts, and/or are of senior rank would be expected to have more substantial records in this area, as demonstrated by achievements in leadership on campus, in the community, to their disciplines, and to professional organizations.

6.3.4 Evaluation of achievements in this area focuses on the significance of participation, the impact of service, the scope of responsibilities, the effectiveness of participation, and contributions to the functioning, administration, and development of the University and other entities. Clear goals, adequate preparation, and appropriate methods of providing service, significant results of the service, and reflection on the contribution and its use to improve the quality of future service are all aspects of documenting achievement in campus or community service. Sustained service is expected to meet the minimum requirement of this responsibility. Compensated service is generally not sufficient to meet the minimum requirements. However, expectations for how it can be used to demonstrate excellence may be conveyed in School and Program standards.

6.3.5 Evidence of effectiveness in University or community service may include such items as:

6.3.5.1 One or more instances when one has used one's professional

skills or knowledge for the benefit of the University, or of a non-University group or individual.

6.3.5.2 Contributions to professional organizations that are focused on service or professional responsibility as opposed to scholarship, research, or artistic/creative work. For example, an officer ship or service on a professional board may be more appropriately listed here, whereas editing a special issue of a journal may be more appropriately listed under the section on scholarship.

6.3.5.3 General civic or community activities to which one has contributed one's professional skills or a significant amount of time, talent, energy, and involvement beyond that which might be expected by the usual citizen or member.

7.0 ELABORATION OF UNIVERSITY STANDARDS FOR LIBRARY FACULTY

7.1 Librarianship

7.1.1 Performance in the delivery of library service carries the greatest weight in the evaluation of library faculty. All aspects of library service in the library faculty member's assignment of responsibilities will be evaluated in order to gain a clear understanding of each library faculty member's performance. Contribution to scholarship and the profession of librarianship will also be evaluated.

7.1.2 In broad terms, excellence in librarianship is characterized by:

7.1.2.1 A thorough and current command of librarianship and best practices in library service.

7.1.2.2 Promotion of student learning through the appropriate collection and classification of materials, through appropriate reference or consultation, and through the design of effective delivery systems to make the University a learning resource-rich environment.

7.1.2.3 Sound design and application of assessment in one's area of librarianship.

7.1.2.4 Ability to use technology appropriately in the provision of information and library services.

7.1.2.5 Excellence in librarianship entails respect for students as members of the Stockton academic community and the effective response to student questions and may also entail seeking opportunities outside the Library to enhance student learning.

7.2 Library Faculty with Teaching Responsibilities

When Library faculty members assume classroom teaching responsibilities, teaching will be evaluated under section 6.1 (Teaching).

7.3 Library Faculty Scholarly and Creative Activity

Library faculty members will be evaluated under section 6.2 (Scholarly and Creative Activity)

7.4 Library Faculty University and Community Service

Library faculty members will be evaluated under section 6.3 (University and Community Service)

8.0 DEFINITION OF SCHOOL AND PROGRAM STANDARDS

The University standards outlined above are applicable to all faculty as specified, but their application requires that they be interpreted in light of disciplines represented in each academic School and Program. Each School and Program will develop standards interpreting the University standards within the context of its own disciplinary and interdisciplinary traditions. Thus, Program definitions should be consistent with both School and University standards and School standards will be consistent with the University standard. Prior to their application, each standard will be approved through the process outlined in the local agreement "Procedure for the Evaluation of Faculty and Library Faculty."

8.1 A School is a unit of the University headed by an academic Dean or other academic officer with line responsibility over faculty. For the purposes of this definition, the Library shall be considered a School. Any new School created by the University that meets this definition shall automatically be covered.

8.2 Programs are academic units of the University usually linked to their own academic degrees (majors) at the graduate or undergraduate level. First-Year Studies and other academic units to which full-time or part-time faculty lines have been assigned are also Programs for the purpose of this policy.

9.0 STATUTORY REQUIREMENTS FOR TENURE IN ACADEMIC RANK

9.1 Tenure in academic rank in New Jersey public colleges and universities is governed by N.J.S.A. 18A:60-16, which provides:

9.1.1 "Faculty members at a State college shall be under tenure in their academic rank, but not in any administrative position, during good behavior, efficiency and satisfactory professional performance, as evidenced by formal evaluation and shall not be dismissed or reduced in compensation except for inefficiency, unsatisfactory professional performance, incapacity or other just cause and then only in the manner prescribed by sub-article B of article 2 of chapter 6 of Title 18A of the New Jersey Statutes, after employment in such college or by such Board of Trustees for:

- (1) 6 consecutive calendar years; or
- (2) 6 consecutive academic years, together with employment at the beginning of the next academic year; or
- (3) the equivalent of more than 6 academic years within a period

of any 7 consecutive academic years."

9.2 Tenure by Exceptional Action

Notwithstanding the above, a Board of Trustees, upon the recommendation of the President of the University, may, as an exceptional action and upon a 2/3 roll call vote, grant tenure to an individual serving as an academic administrator eligible for faculty rank after employment in such State college for two (2) consecutive academic years.

9.3 University Perspectives on Tenure

Tenure, as established by New Jersey law, is viewed by the University as a specific condition of employment, which is afforded to those members of the academic community who qualify for it and is a means of making the teaching profession attractive to persons of exceptional ability. While academic tenure is one important protection for academic freedom, it is not a shield for mediocrity, incompetence, or academic irresponsibility. Notwithstanding the granting of tenure, a member of the faculty is expected to attain and maintain that standard of excellence that led the University to award tenure in the first place.

9.4 The following guidelines established by the Board of Trustees are used by the University to consider appointments that confer tenure:

9.4.1 Tenure should be awarded only to individuals whose performance during their probationary period gives clear evidence of the ability and willingness to make a significant and continuing contribution to the growth and development of the institution.

9.4.2 Tenure should be awarded after presentation of positive evidence of excellence in the achievement of University, School, and Program standards.

9.4.3 Tenure should be awarded to those who can affirmatively demonstrate the ability to fulfill professional responsibilities, as members of the faculty and employees of the University, and not solely because negative evidence to the contrary is not presented.

9.4.4 Assistant Professors normally receive promotion to the rank of Associate Professor concurrent with their reappointment with tenure, unless there are unusual circumstances in the individual tenure/promotion situation. Such unusual circumstances would include those noted in 5.1 above.

9.4.5 The University reserves the right not to tenure a faculty member under certain circumstances, including:

9.5.6.1 fiscal exigency as determined by the Board of Trustees;

9.5.6.2 the determination by the University that long-term patterns of enrollment and degrees granted within the candidate's primary program or the future of the program do not warrant the conferral of additional tenure appointments; and/or

9.5.6.3 other institutional considerations as determined by the Board of Trustees upon recommendation of the

9.5.6.4 President.

10.0 EXPECTATIONS FOR RANK OR LEVEL

The general criteria for faculty expectations have been outlined above. In addition, the University has specific expectations for each rank or level. The expectations for each specific rank or level are used to evaluate performance within that rank or level and when judging readiness for promotion or advancement to the next higher rank or level. Generally, only performance since the last promotion will be considered in the new evaluation.

- 10.1 Teaching/Clinical/Other Specialists (Non-Tenure-Track Position III):
 - 10.1.1 Have a minimum of a master's degree or its equivalent in a field appropriate for the appointment, and
 - 10.1.2 Demonstrate a record of teaching toward excellence (in both Program and General Studies courses, as assigned) and/or excellence in non-teaching responsibilities as assigned; consistent with the program standards.
 - 10.1.3 Document the capacity to contribute effectively through the use of professional skills in service to the program, school, University, discipline, and community, as applicable.
- 10.2 Teaching/Clinical/Other Specialists (Non-Tenure-Track Position II and I):
 - 10.2.1 In addition to 10.1.1, must also have attained a prominent role in their profession (e.g. CPA, Hospital Administrator, elected official, broadcast journalist, uniformed services leader) as specified in School and/or Program standards.
 - 10.2.2 Document consistent excellence in teaching (in both Program and General Studies courses, as assigned) and/or consistent excellence in non-teaching responsibilities as assigned, and
 - 10.2.3 Document progressively important service roles and demonstrate a capacity for leadership, as identified in their individual contracts.
- 10.3 Teaching/Clinical/Other Specialists (Non-Tenure-Track Position I):
 - 10.3.1 Must have earned a terminal degree in their field,
 - 10.3.2 In addition to 10.2.2, must also document distinction in teaching (in both Program and General Studies courses, as assigned) and pedagogical leadership; and/or distinction in non-teaching responsibilities and leadership as assigned.
 - 10.3.3 Document significant and sustained service roles and demonstrate leadership, as identified in their individual contracts.
- 10.4 Tenure-eligible Instructors:
 - 10.4.1 Must have earned a minimum of a master's degree or equivalent from an accredited institution in a field appropriate for the initial appointment. There are two types of situations where individuals hold the rank of Instructor:

10.4.1.1 Those hired in tenure-track Instructor lines because of their teaching excellence and from whom we do not expect scholarship or creative activity. These individuals are expected to provide evidence for excellence in teaching (in both Program and General Studies courses), and/or excellence in non-teaching responsibilities as assigned and service as specified in their contracts.

10.4.1.2 Those hired as Instructors because they do not yet hold the terminal degree in their field. These individuals are expected to:

10.4.1.2.1 Actively pursue an accredited terminal degree, and

10.4.1.2.2 Provide evidence in meeting the University and Program's standards for excellence in teaching, scholarship or creative activity, and service commensurate with rank of Assistant Professor.

10.4.1.2.3 Only those hired with expectations specified in their contract of earning a terminal degree will automatically receive rank adjustment to Assistant Professor upon documented completion of the terminal degree provided that evaluations to that point are satisfactory.

10.5 Assistant Professors:

10.5.1. Must have a terminal degree or its equivalent from an accredited institution in a field appropriate for the appointment, and

10.5.2 Demonstrate a record of continuous improvement in teaching (in both Program and General Studies courses) toward excellence,

10.5.3 Demonstrate a growing record of scope and/or significance of scholarly and creative activity beyond that presented to secure rank, and

10.5.4 Demonstrate the capacity to contribute effectively in the use of professional skills in service to the University, discipline, and community.

10.6 Associate Professors:

10.6.1 Must achieve and maintain consistent excellence in teaching (in both Program and General Studies courses) and demonstrate capability in pedagogical leadership, such as the ability to demonstrate pedagogical innovations to others within or outside their program;

10.6.2 Demonstrate a record of scholarly/creative activity that is recognized by others within their discipline or area of specialization; and

10.6.3 Document progressively important service roles and demonstrate a capacity for leadership.

10.7 Professors:

- 10.7.1 Must achieve a consistent record of excellence in teaching (in both Program and General Studies courses), including curricular contributions, pedagogical leadership, and/or in activities that support the achievement of teaching excellence throughout the University;
- 10.7.2 Must achieve and continue to demonstrate a record of scholarly/creative activities that are nationally and/or internationally recognized as outstanding and significant; and
- 10.7.3 Must be stewards of service; they must play and continue to play a major role in significant University initiatives, major public initiatives, or hold key positions in their professional organizations. Professors must demonstrate that their service is recognized as outstanding in quality, effectiveness, and scope.

11.0 EXPECTATIONS FOR RANK: LIBRARY FACULTY

11.1 Instructors:

- 11.1.1 Must have a master's degree or equivalent from an accredited institution in a field appropriate for the initial appointment.
- 11.1.2 Provide evidence of satisfactory performance of professional responsibilities and scholarly or creative activity or substantive, documented contributions to librarianship appropriate to one's discipline and one's rank.

11.2 Assistant Professors:

- 11.2.1 Demonstrate a record of continuous improvement in performance of their professional responsibilities toward excellence. Such excellence is demonstrated through excellence in library service outcomes, the effective utilization of the most recent scholarship and methods of librarianship and information science, and through the integration of one's activities into improved library service and student learning.
- 11.2.2 Demonstrate a growing record of breadth and significance in scholarly or creative activity or substantive, documented contributions to library science beyond that presented to secure rank.
- 11.2.3 Demonstrate the capacity to contribute effectively through the use of professional skills in service to the University and/or to non- University environments.

11.3 Associate Professors:

- 11.3.1 Provide evidence of successful performance in terms of the expectations in the Assistant Professor rank.
- 11.3.2 Have achieved consistent excellence in the performance of their professional responsibilities. Associate Professors should be capable of leadership in the areas of their professional responsibilities, including the ability to demonstrate new innovations in librarianship to others within or outside the Library.
- 11.3.3 Have achieved a record of scholarly or creative activity or substantive,

documented contributions to library science that are recognized by others within their discipline or chosen area of specialization.

11.3.4 Have played progressively important roles in support of Library or University activities.

11.4 Professors:

11.4.1 Provide evidence of successful performance in terms of expectations for Associate Professor.

11.4.2 Have achieved a consistent record of excellence in the performance of all their professional and administrative responsibilities, in the successful application of innovations to library service, in demonstrated leadership in the Library, and in activities that support the achievement of excellence in student learning throughout the University.

11.4.3 Have achieved a scholarly or creative record of significance as demonstrated by a record of publications, conference presentations or creative activities of similar scope, activity or substantive, documented contributions to library science and by leadership within their professional organizations.

11.4.4 Play and continue to play a major role in the most significant University initiatives and/or major public initiatives and demonstrate that such leadership is recognized to be of outstanding quality, effectiveness, and scope.

12.0 DISTINGUISHED PROFESSOR

12.1 Internal Appointments

12.1.1 The title of Distinguished Professor is reserved for individuals who have exceeded all standards for Professor and have received university-wide and/or frequent recognition for their exceptional sustained achievement in teaching and nationally/internationally recognized achievement in either scholarship/creative activity or service.

12.1.2 Candidates must submit evidence of significant accomplishments that have been achieved since the last promotion or range adjustment when documenting their consistently excellent performance.

12.1.3 Unless exceptional circumstances apply, candidates for the title of Distinguished Professor must have held the rank of Professor for ten years.

12.2 External Appointments

Individuals who are not members of the University faculty may be appointed to the University at the rank of Distinguished Professor provided that they meet the criteria for Professor and Distinguished Professor as indicated above.

12.3 Remuneration

Upon recommendation by the President to the Board of Trustees, the Board will determine the appropriate salary adjustment upon conferral of the title and may grant other privileges commensurate with the candidate’s qualifications and professional needs.

12.4 Continuing Expectations

In addition to continuing to meet the expectations of faculty at the rank of Professor, each recipient will be expected to engage actively in University service that has significant impact (reviewed in consultation with the Dean and/or Provost).

13.0 CRITERIA FOR RANGE ADJUSTMENT

In accordance with the Master Agreement, full-time tenured faculty and library faculty members who meet or exceed the merit-based criteria established by the University are eligible to be considered for and may apply for a range adjustment within rank. As established by the University, the following criteria must be met:

- 13.1 The applicant is currently not eligible for promotion due to insufficient progress in meeting the criteria required for promotion to the next rank.
- 13.2 Has not previously received a range adjustment within rank;
- 13.3 Presently exhibits, and has consistently demonstrated over the entire time since their last promotion:
 - 13.3.1 Fulfillment of all expectations for faculty and library faculty responsibilities as specified in 2.0 of this Policy;
 - 13.3.2 Exceptional teaching; and
 - 13.3.3 Exceptional performance that is demonstrable of impact in either scholarship/creative activity or service.

14.0 NON-SUBSTANTIVE CHANGES

In any year, non-substantive changes may be made to this document to reflect clarifications and changes in semantics and nomenclature.

Review History:

	Date
Policy Administrator	04/27/2023
AA Leadership	04/27/2023
SFT	04/27/2023
Divisional Executive	05/15/2023
General Counsel	05/15/2023
Cabinet	05/24/2023
President	05/24/2023
Board of Trustees	

VI-90: Smoking Policy

Summary of Key Changes

The Policy has been updated as follows:

- Changed “gazebos” to “designated smoking areas”
- Changed Policy Administrator from Director of Risk Management and Environmental/Health/Safety to Vice President for Facilities & Operations
- Specify that Atlantic City, Hammonton, Manahawkin and Woodbine locations are 100% smoke-free

STOCKTON UNIVERSITY



POLICY

Smoking Policy

Policy Administrator: Vice President for Facilities & Operations
Authority: N.J.S.A. 26:3D-56; N.J.S.A. 2C:33-13
Effective Date: July 26, 2010; February 16, 2011; TBD
Index Cross-References:
Policy File Number: VI-90
Approved By: Board of Trustees

Smoking poses a significant risk to the health of both the smoker and the non-smoker. State law prohibits smoking of tobacco products and the use of electronic smoking devices in all enclosed indoor places of public access and workplaces, with few exceptions (N.J.S.A. 26:3D-56). Smoking and use of electronic smoking devices are prohibited in all facilities, including University owned and rented vehicles, breezeways, vestibules, walkways and parking lots. Smoking is permitted on the Galloway campus only within designated smoking areas. Stockton's Atlantic City, Hammonton, Manahawkin, and Woodbine locations are 100% smoke free.

All buildings in the residential hall complexes are designated as smoke-free; therefore, all residents and guests are prohibited from smoking in any residence hall or apartment-style building. Smoking is also prohibited within 50 feet of the entrances to all residential buildings. In addition, no candles, ignitable lanterns, incense, flammable accelerants or similar products are permitted in any buildings.

All Stockton employees, students and visitors are required to comply with this policy. Normal administrative disciplinary procedures or the appropriate negotiated agreement grievance procedure will prevail for employee violators. Student violators may be called before the Campus Hearing Board. Violators may also be criminally charged in accordance with New Jersey statutes (N.J.S.A. 2C:33-13).

Review History:

	Date
Policy Administrator	04/11/2023
Divisional Executive	04/11/2023
General Counsel	04/11/2023
Cabinet	04/13/2023
President	04/13/2023
Board of Trustees	

STOCKTON UNIVERSITY

Board of Trustees

July 19, 2023

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
July 19, 2023**

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
Clements, Frank	Teaching Specialist, Historical Studies, World History	AA	9/1/23-6/30/24	\$63,060	
Coopersmith, Adam	Academic Services Specialist	AA	6/17/23-6/30/24	\$66,217	5/30/23
Everett, Joseph	Teaching Specialist, Social Work	AA	9/1/23-6/30/24	\$57,193	
He, Qian (Nick)	Teaching Specialist, Business Studies, Business Analytics	AA	9/1/23-6/30/24	\$65,802	
Jules, Valery	Coordinator of Student Affairs Administration and Operations	SA	8/14/23-6/30/24	\$66,217	
Mamolite, Lauren	Teaching Specialist, Writing and First Year Studies	AA	9/1/23-6/30/24	\$57,193	
McKee, Brianna	Nursing Clinical Placement Specialist	AA	7/17/23-6/30/24	\$64,650	6/12/23

Perkins, Sydney	Associate Director of Development	UA	5/22/23	\$78,000	5/1/23
Rivera-Santiago, Maria	Teaching Specialist, Critical Thinking and First Year Studies	AA	9/1/23-6/30/24	\$62,164	
Rizzo, Mark	Interim Director, Small Business Development Center	AA	6/19/23	\$110,000	6/19/23
Slaza, Michael	Coordinator for Student Success Initiatives	SA	7/17/23-6/30/24	\$60,455	7/6/23
Spector, Lisa	Teaching Specialist, Mathematics and First Year Studies	AA	9/1/23-6/30/24	\$59,678	
Stempin, Nancy	Assistant Professor of Business Studies, Accounting	AA	9/1/23-6/30/25	\$86,641	
Veneziano, Zachary	Associate Director of Development	UA	6/19/23	\$78,000	6/6/23
Woods, Kathleen	Associate Director of Prospect Research	UA	8/14/23	\$78,300	
Wu, Chengzhang	Assistant Professor of Business Studies, Accounting	AA	9/1/23-6/30/25	\$86,641	

NTTP MID-YEAR REAPPOINTMENTS

Name	Title	Division	Effective Dates	Salary	Notes
O'Hanlon, Erin	Teaching Specialist, Communication Studies	AA	9/1/23-6/30/24	\$64,650	
Stanley, Barbara	Teaching Specialist, Criminal Justice	AA	9/1/23-6/30/24	\$59,678	

STRUCTURAL RECLASSIFICATION

Name	Title	Division	Effective Dates	Salary	Notes
Berry, Amber	Associate Director of Environment/Health/ Safety	FO	7/29/23	\$105,000	
Conover, Victoria	Senior Curriculum Advisor	AA	12/10/22-6/30/24	\$74,860	
MaGuire, Gina	Coordinator, Older Adult Programs, 60%	AA	4/15/23-6/30/24	\$47,987	
Strelczyk, Diana	Assistant Director, Continuing Studies and Adult Education	AA	2/6/23-6/30/24	\$78,596	
Werner, Susan	Executive Director of Development	UA	7/29/23	\$130,000	

EQUITY ADJUSTMENT

Name	Title	Division	Effective Dates	Salary	Preauthorized
Prince, Heizel	Manager, Labor Relations	HRG	7/29/23	\$87,800	
Puerta, Michelle	Admissions Recruiter Generalist	EM	1/28/23-6/30/24	\$65,802	6/16/23
Smith-Johnson, Haashim	Admissions & EOF Recruiter	EM	5/20/23-6/30/24	\$68,545	6/16/23

POST-RETIREMENT REEMPLOYMENT

Name	Title	Division	Effective Dates	Salary
Cerreto, Frank	Professor of Mathematics and First Year Studies 50%	AA	9/1/24-6/30/25	\$76,335

RETIREMENTS

Name	Title	Division	Effective Dates	Notes
Burdick, David	Professor of Psychology	AA	7/1/24	
Cerreto, Frank	Professor of Mathematics and First Year Studies	AA	7/1/24	
Fan, Weihong	Professor of Environment Studies	AA	7/1/24	
Hadley, Amy	Associate Professor of Communication Disorders	AA	7/1/24	
McCloskey, Cynthia	Assistant Director for Academic Advising, Health Sciences	AA	8/1/23	
Siracusa, Kathleen	Coordinator of the Social Work Field Education Program, MSW	AA	7/1/23	
Spitzer, Lois	Associate Professor of Education, ESL and Bilingual Education	AA	7/1/24	

RESIGNATIONS

Name	Title	Division	Effective Dates	Notes
Foti, Megan	Associate Professor of Occupational Therapy	AA	6/30/23	
Hoffman, Steven	Environmental Specialist 1 (13M)	AA	7/14/23	
Kahanov, Leamor	Senior Fellow, MARGA, Inc.	AA	7/31/23	
Laguer, Shedia	Assistant Director of Student Development	SA	7/14/23	
Manalang, Maria Elena	Associate Director of Human Resources	HRG	6/30/23	
Milillo, Justin	Environmental Specialist 1 (13M)	AA	6/2/23	

 **STOCKTON**
UNIVERSITY
BACKGROUND STATEMENT

Frank Clements

I. EDUCATIONAL BACKGROUND

Doctor of Philosophy, East Asian Languages and Civilizations University of Pennsylvania, Philadelphia, PA	2016
Master of Arts, East Asian Languages and Civilizations University of Pennsylvania, Philadelphia, PA	2011
Bachelor of Arts, East Asian Studies and History Dickinson College, Carlisle, PA	2005

II. PROFESSIONAL EXPERIENCE

Adjunct Instructor Rochester Institute of Technology, Rochester, NY	2022
Teaching Fellowship University of British Columbia, Vancouver, Canada	2018-2020
Adjunct Instructor La Salle University, Philadelphia, PA	2016-2018
Research Assistant University of Pennsylvania, Philadelphia, PA	2017

III. OTHER INFORMATION

Tianzhu Charitable Foundation Postdoctoral Fellowship in East Asian Buddhism, 2018-2020.
Robert H.N. Ho Family Foundation Dissertation Fellowship in Buddhist Studies, 2014-2015.
Japan Foundation Japanese Studies Fellowship, 2012-2013.
Foreign Language Area Studies Fellowship, 2009-2010, 2010-2011.

Dr. Frank Clements is experienced in East Asian history that extends to premodern and modern Asia. His teaching style helps students identify the significance of what they are studying and strengthens their critical thinking and communication skills. Clements is enthusiastic about helping students understand how the study of history can further their own interests and goals. Dr. Clements possesses extensive knowledge that matches the requirements of the Teaching Specialist, Historical Studies, World History position.

RECOMMENDED FOR:

Teaching Specialist, Historical Studies, World History

 **STOCKTON**
UNIVERSITY
BACKGROUND STATEMENT

Adam Coopersmith

I. EDUCATIONAL BACKGROUND

M.B.A. Stockton University, Galloway, NJ	2016
B.A., Communications Stockton University, Galloway, NJ	2010

II. PROFESSIONAL EXPERIENCE

Professional Services Specialist IV Office of Institutional Research, Stockton Univ., Galloway, NJ	May 2021 - present
Program Assistant Office of Institutional Research, Stockton Univ., Galloway, NJ	July 2017 - May 2021
Seasonal Specialist (TES) Office of Institutional Research, Stockton Univ., Galloway, NJ	February - July 2017

III. OTHER INFORMATION

Student Success Mentee - Fall 2019 to present
Served on SEMP Marketing and SEMP Research Teams

Adam has excellent technical skills, working with the systems used here at Stockton. He is an alum and current employee, and was very enthusiastic to transition into a student-facing role where we could interact with and assist students and faculty/staff. He has the skill-set to easily learn the position and will be an asset to the NAMS Administrative Office.

RECOMMENDED FOR:
Academic Services Specialist



BACKGROUND STATEMENT

Joseph Everett

I. EDUCATIONAL BACKGROUND

- MSW, Stockton University, Galloway, NJ 2014
- B.A., Stockton University, Galloway, NJ 2012

II. PROFESSIONAL EXPERIENCE

- Psychiatric Social Worker, Ann Klein Forensic Center, West Trenton, NJ 2021-Present
- Psychotherapist (part-time), Mind Your Mind NJ, Hamilton, NJ 2022-Present
- Program Coordinator-Child Welfare Education Institute, Stockton University, Galloway, NJ 2013-2021
- Adjunct Faculty-Master of Social Work Program, Stockton University, Galloway, NJ 2016-Present
- Social Work Intern, Atlantic County Jail, Mays Landing, NJ 2012-2013

III. OTHER INFORMATION

Joseph Everett has his New Jersey Social Work License and will complete his supervised clinical hours and apply to test for LCSW in August 2023.

Since 2016 Mr. Everett has taught several social work classes in our SOWK program and is very familiar with the coursework, faculty in our school, and Chair of SOWK. Mr. Everett worked at Stockton University in the CWEI program for 8 years so he is extremely familiar with Stockton, and his undergraduate and graduate degree were from Stockton. Mr. Everett will be a great addition to our SOWK program.

RECOMMENDED FOR:
Teaching Specialist, Social Work

 **STOCKTON**
UNIVERSITY
BACKGROUND STATEMENT

Qian (Nick) He

I. EDUCATIONAL BACKGROUND

Master of Business Administration University of Massachusetts, Amherst, MA	1998
Bachelor of Science, Civil Engineering Sichuan University, Chengdu, Sichuan. CHINA	

II. PROFESSIONAL EXPERIENCE

Teaching Specialist, Business Analytics Stockton University, Galloway, NJ	2022-2023
Adjunct Professor, Biomedical Engineering' Widener University, Media, PA	2017-2022
Head, Program Mgmt. Office, Smarter Workforce Product IMB, Wayne, PA	2011-2015
Founder and President Beacon Systems International, Bryn Mawr, PA	2005-2022
Information Security Officer, VP CIGNA International, Philadelphia, PA	2003-2005

III. OTHER INFORMATION

Member, Information Security Institute
Member, Project Management Institute
Member, American Society of Mechanical Engineers

Mr. He has served Stockton University as an adjunct for over 3 years with very good IDEA scores. Most recently he has served as a Teaching Specialist in the Business Analytics program and we would like to continue his position as Teaching Specialist for another year. Mr. He is the Founder and President of Beacon Systems International, a startup IT outsourcing company with over 30 clients. He remains current with technical expertise in Programming, Database, Infrastructure and Internetworking. He is a Microsoft Certified Systems Engineer and CISCO Certified Network Associate. Mr. He is the ideal candidate to continue his role as a Teaching Specialist, Business Studies, Business Analytics.

RECOMMENDED FOR:

Teaching Specialist, Business Studies, Business Analytics



BACKGROUND STATEMENT

Valery S. Jules

I. EDUCATIONAL BACKGROUND

Master of Business Administration Southern New Hampshire University, Manchester, New Jersey	12/2022
Bachelor of Arts, Economics Stockton University, Galloway, New Jersey	5/2004

II. PROFESSIONAL EXPERIENCE

Institutional Research Analyst Rowan College of South Jersey, Sewell, New Jersey	5/2021 - Present
Senior Financial Analyst Rowan College of South Jersey, Sewell, New Jersey	4/2019 - 5/2021
Back Office Project Manager Hanlon Investment Management, Egg Harbor Twp, New Jersey	1/2019 - 3/2019
Data Reconcile Manager Hanlon Investment Management, Egg Harbor Twp, New Jersey	4/2012 - 12/2016
Reconciliation Associate Hanlon Investment Management, Egg Harbor Twp, New Jersey	1/2007 - 3/2012

III. OTHER INFORMATION

Staff Analyst | Resorts Casino Hotel International, Inc. | 6/2004 - 12/2006
 Iota Phi Theta Fraternity, Inc. | Treasurer, Atlantic Coast Region | 2015 - 2018
 Iota Phi Theta Fraternity, Inc. | Stockton University | 2001 - 2004

Valery Jules met the requirements related to education, experience, and skill-set, thus qualified for the position. Mr. Jules has a Master of Business Administration degree and varied experience both in the public and private sector from research analyst to financial analyst to project management. His expertise and knowledge on financial, business acumen, and analytical skills will serve as an asset to the division of Student Affairs. Furthermore, he possesses an exceptional set of skills ranging from detailed-oriented, timeliness (e.g., met deadlines), utilization of technological software for reports and enhancement of processes to operate effectively and efficiently.

RECOMMENDED FOR:

Coordinator of Student Affairs Administration and Operations



BACKGROUND STATEMENT

Lauren Mamolite

I. EDUCATIONAL BACKGROUND

Ph.D., University of Miami, FL; Concentration: English	2019
M.A., Rutgers University, NJ; Concentration: English, Highest Distinction in Literary Studies	2009
B.A., Pace University, NJ, English and Women's Studies, Honors College	2008

II. PROFESSIONAL EXPERIENCE

Instructor of Record, Wagner University, NY	2018 - 2021
Instructor of Record, The College of Staten Island, NY	2014 - 2021
Instructor of Record, University of Miami, FL	2013 - 2014
Instructor of Record, Pace University, NJ	2010 - 2014
Tutor and Workshop Instructor, University of Miami, FL	2011 - 2012

III. OTHER INFORMATION

Dr. Mamolite has provided much service at her prior Universities where she has served on various committees, panels and in events making herself an accessible and student facing Instructor - in such position as Public Interest in Technology Learning Committee, Job Search Panels, a judge in an essay contest and working with CUNY University on their hybrid teaching initiative. Dr. Mamolite is a professional member of several organizations.

Dr. Mamolite, brings a wealth of experience teaching at the higher education, and high-school (advanced placement English) level, with a broad focus on world literature, women's writing, digital humanities, gender and sexuality roles she brings a unique and diverse perspective to the position. She is well published, and has attended conferences, and pedagogical training in her area of expertise.

RECOMMENDED FOR:

Teaching Specialist, Writing and First Year Studies



BACKGROUND STATEMENT

Brianna McKee

I. EDUCATIONAL BACKGROUND

Associates in Applied Science - Health Professions Atlantic Cape Community College, Mays Landing, NJ	2015
Shore Memorial School of Radiologic Technology Somers Point, NJ	2010

II. PROFESSIONAL EXPERIENCE

Staff Radiologic Technologist, AtlantiCare Urgent Care Atlantic County, NJ	Mar 2020 - Present
Senior Radiologic Technologist, AtlantiCare Urgent Care Atlantic County, NJ	Aug 2014 - Mar 2020
X-Ray Technician, Atlantic Medical Imaging Somers Point & Egg Harbor Township, NJ	Jul 2010 - Jun 2015
X-Ray Technician, AtlantiCare Regional Medical Center Pomona, NJ	Jul 2010 - Oct 2011

III. OTHER INFORMATION

Ms. McKee graduated from Atlantic Cape Community College with an Associates in Applied Science - Health Professions degree. She has a variety of experiences as a staff and senior radiologic technician at AtlantiCare Urgent Care, Atlantic Medical Imaging, and the Regional Medical Center. She is knowledgeable of healthcare systems and the data required for clinical placements and has the skills necessary for assigning and tracking placements.

RECOMMENDED FOR:
Nursing Clinical Placement Specialist



BACKGROUND STATEMENT

Sydney Perkins

I. EDUCATIONAL BACKGROUND

B.A., History, Rutgers University | New Brunswick, NJ May 2006

II. PROFESSIONAL EXPERIENCE

Director of Resource Development, Boys & Girls Club of Atlantic City August 2021 - Present

Director, Somers Point Community Education & Recreation (CER), The City of Somers Point/Board of Education July 2012 - July 2020

Chief Operating Officer, Historic Cold Spring Village, Cape May, NJ May 2007 - June 2012

Sales Associate, Harry Hasson & Son Florist, Atlantic City/Linwood, NJ January 2001- May 2007

III. OTHER INFORMATION

Board of Trustees for Patriots of Somers Mansion (2019-Present); Board of Trustees for Historic Cold Spring Village Museum (2020-Present)

Ms. Perkins was chosen based on her prior professional experiences including development, donor relations, direct customer service and communications. Ms. Perkins had strong recommendations as well as the consensus of the search committee.

RECOMMENDED FOR:
Associate Director of Development



BACKGROUND STATEMENT

Maria Margarita Rivera Santiago

I. EDUCATIONAL BACKGROUND

Ph.D, Curriculum and Instruction The Pennsylvania State University, PA	Anticipated 2022
M.A., English Education Universidad de Puerto Rico, Mayaguez, PR	2019
B.A., English Education Universidad de Puerto Rico, Mayaguez, PR	2015

II. PROFESSIONAL EXPERIENCE

Graduate Teaching Instructor The Pennsylvania State University, PA	2017 - Present
English Instructor, Upward Bound Summer Academy The Pennsylvania State University, PA	2019 - Present
Curriculum Designer for Multimodal Literacies The Pennsylvania State University, PA	2018 - 2019
University Teaching Development Course Coordinator Universidad de Puerto Rico, Mayaguez, PR	2016 - 2017
Gradudae Teaching Instructor University of Puerto Rico, Mayaguez, PR	2014 - 2017

III. OTHER INFORMATION

Ms. Santiago's dedicated service spans between Puerto Rico and Pennsylvania where she has served on several committees such as Gender Equity Center, English and Popular Student culture. She also had a significant role in the "Community Dialogues: Impacting the College of Education Community in the Community" - where she was the lead of recruitment, outreach and equity workshop curriculum. Ms. Santiago has also received numerous grants.

Ms. Santiago is fluent in both Spanish and English, which will be very helpful to our First Year Student population. She is very thoroughly published, an accomplished presenter, and remains a part of several professional organizations. Her teaching in Puerto Rico ranges from English Composition to Advanced Literature, while stateside she her teaching has been directed towards Reading Methods at the Elementary Level to Teaching Multi modal Literacies - giving her flexibility across the curriculum. She also has experience developing curriculum, and will bring a breath of diversity to the Critical Thinking Program in the School of General Studies and Graduate Education.

RECOMMENDED FOR:

Teaching Specialist, Critical Thinking and First Year Studies



BACKGROUND STATEMENT

Mark Rizzo

I. EDUCATIONAL BACKGROUND

Ed.D. Organizational Leadership, Stockton University Galloway, NJ	2021
Master of Public Administration, Rutgers University Newark, NJ	2018
BS, Public Administration, Roger Williams University Providence, RI	2016

II. PROFESSIONAL EXPERIENCE

Senior Human Resource and Operations Manager NJ Army National Guard, Lawrenceville, NJ	2021 - present
Senior Human Resource and Operations Manager 150th Assault Helicopter Battalion, Lakehurst, NJ	2017-2021
Senior Operations Manager 44th Infantry Brigade Combat Team, Lawrenceville, NJ	2014-2017
Adjunct Professor, Public Administration Roger Williams University, Providence, RI	2019-Present
Adjunct Professor, Public Administration (Graduate Level) Villanova University, Villanova, PA	2019-Present

III. OTHER INFORMATION

Bronze Star Medal 3rd Award; Meritorious Service Medal 5th Award; President of Organizational Leadership in Action (Non-Profit); President of Soldiers Association (Non-Profit)

Mr. Rizzo has exceptional leadership qualities and his background in operations management will serve him well in his position as Interim Director of the Small Business Development Center at Stockton University.

RECOMMENDED FOR:

Interim Director, Small Business Development Center



BACKGROUND STATEMENT

Michael Slaza

I. EDUCATIONAL BACKGROUND

Master of Science in Education August 2020
University of Pennsylvania, Philadelphia, PA

Bachelor of Science in Biochemistry & Molecular Biology May 2019
Stockton University, Galloway, NJ

II. PROFESSIONAL EXPERIENCE

Mental Health Associate 7/2022 - 7/2023
Princeton House Behavioral Health of Penn Medicine Princeton

MCAT Instructor for Chemistry and Physics/Program Assistant 9/2022 - 5/2023
Cooper Medical School of Rowan University, Camden, NJ

Woodrow Wilson National Teaching Fellow and Teacher 9/2019 - 1/2020
Northeast High School, Philadelphia, PA

Resident Assistant 1/2017 - 5/2019
Stockton University, Galloway, NJ

III. OTHER INFORMATION

Projects Abroad- Medical Intern
PULSE Program Participant
ASBMB Certified Biochemist

Michael Slaza is a Stockton University alumnus who worked as a resident assistant while he was a student. Since then, Michael has earned his Master's in Higher Education and has continued to work in education as a part-time teacher creating the curriculum and delivering it virtually. Michael also has dealt with significant mental health crisis management working in an inpatient mental health facility. Michael's interview and presentation illustrated his understanding of the University and the Office of Residential Life.

RECOMMENDED FOR:

Coordinator for Student Success Initiatives

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BACKGROUND STATEMENT

Lisa Spector

I. EDUCATIONAL BACKGROUND

M.A. Mathematics, Rowan University, Glassboro, NJ	1994
B.A. Mathematics, Rutgers University, New Brunswick, NJ	1990

II. PROFESSIONAL EXPERIENCE

Adjunct Professor, Mathematics and FRST Year Studies Program, Stockton University, Galloway, NJ	2020 - Present
Math Tutor; Quantitative Reasoning, Tutoring Center, Stockton University, Galloway, NJ	2019 - 2020
Adjunct Math Professor; Algebra, Atlantic Cape Community College, Galloway, NJ	2018 - 2020
Math Instructor Grade 9-12, Oakcrest High School, Mays Landing, NJ	2013 - 2017
Math Instructor Grade 9-12, Highland Regional High School, Blackwood, NJ	1993 - 2002

III. OTHER INFORMATION

Ms. Spector had received her certification as a Supervisor from Rowan University in 1997. She has acted as Tutor in Tutoring Center here at the University, and has also adjuncted for at-risk populations. In addition, she has served on committees and acted as an advisor during her high school tenure.

Ms. Spector will be an asset to the Mathematics FRST program, as she is current adjunct with the University, and has over 20+ years teaching Mathematics to high school and college students. She is not only aware of our current at-risk population of students, but her keen experience with teaching at the high school level gives her ample expertise in the challenges surrounding high school students, specifically those in the at-risk population.

RECOMMENDED FOR:

Teaching Specialist, Mathematics and First Year Studies



BACKGROUND STATEMENT

Nancy Stempin

I. EDUCATIONAL BACKGROUND

Ph.D., Georgia State University Atlanta, GA	2016
MBA, Drexel University Philadelphia, PA	1995
BS, Drexel University Philadelphia, PA	1993

II. PROFESSIONAL EXPERIENCE

Adjunct Professor, Fairleigh Dickinson University Madison, NJ	2010-present
Associate Professor, Kutztown University Kutztown, PA	2016

III. OTHER INFORMATION

Ad Hoc Reviewer, Issues in Accounting Education, 2019
Research interests include merger, acquisition and divestiture accounting and case studies

Dr. Nancy Stempin has been an adjunct in the Accounting program at Stockton for just over a year, however she has more than 13 years experience in the classroom. In the time that Dr. Stempin has been teaching at Stockton University, she has proven to be a valuable member of the Accounting program. Her dedication to her students and her knowledge of current trends and policies are admirable and we are confident that she will be an asset to the Accounting program in a tenure track position.

RECOMMENDED FOR:

Assistant Professor of Business Studies, Accounting



BACKGROUND STATEMENT

Zachary Veneziano

I. EDUCATIONAL BACKGROUND

Bachelor of Science, Business Marketing, Stockton University,
Galloway, NJ Sept. 2013-May 2017

II. PROFESSIONAL EXPERIENCE

360 Inc., Director of Sales May 2022 - June 2023
Atglen, PA

Veterinary Medicine Management Team, Marketing Coordinator April 2021 - April 2022
Mt. Laurel, NJ

Farias Surf & Sport, Operations & Warehouse Manager August 2018 - April 2021
Shipbottom, NJ

Unsinkable Polarized, Northeast Sales & Servicing Feb. 2018 - August 2018
Representative - Huntingdon Valley, PA

III. OTHER INFORMATION

Kappa Sigma Fraternity Assistant Alumni Advisor & Chapter Brother, Dean Randazzo Cancer Foundation Volunteer (2014-202), Chip Miller Amyloidosis Foundation Volunteer (Surf Fest 2011-2019).

Mr. Veneziano's previous positions in sales and marketing make him well qualified for the position of Associate Director of Development. His success in sales in particular is directly relatable to the development work required of this position. His past experience paired with his extensive knowledge of Stockton University departments and organizations having not only graduated from the University but also having remained involved as an alumni volunteer for his Fraternity make him the ideal candidate to fundraise on behalf of the University.

RECOMMENDED FOR:
Associate Director of Development

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BACKGROUND STATEMENT

Kathleen Woods

I. EDUCATIONAL BACKGROUND

Rowan University, Glassboro, NJ Spring 2015
Masters of Arts, Wellness & Lifestyle Management

Rowan University, Glassboro, NJ Spring 2011
Bachelors of Arts, Public Relations & Minor in Sociology

II. PROFESSIONAL EXPERIENCE

Professional Services Specialist 2, Financial Aid, Rowan University, Glassboro, NJ July 2021 - Aug. 2023

Assistant Director of Advancement Services, Stockton University, Galloway, NJ April 2018 - July 2021

Financial Aid Administrator, Rowan College of South Jersey, Sewell, NJ Sept, 2015 - April 2018

Transfer Advisor & Recruiter, Rowan College of South Jersey, Sewell, NJ Oct. 2014 - Sept. 2015

Public Relations & Marketing Assistant, Rowan College of South Jersey, Sewell, NJ Sept. 2011 - Oct. 2014

III. OTHER INFORMATION

10 professional credentials from NASFAA

Ms. Woods is an experienced professional in prospect research and Advancement Services operations with a track record of success and outstanding customer service.

RECOMMENDED FOR:
Associate Director of Prospect Research



BACKGROUND STATEMENT

Chengzhang Wu

I. EDUCATIONAL BACKGROUND

Ph.D., Rutgers University
New Brunswick, NJ 5/2022

MS, Rutgers University
New Brunswick, NJ 5/2015

BS, Shandong University of Finance and Economics
Jinan, China 2013

II. PROFESSIONAL EXPERIENCE

Visiting Assistant Professor of Accounting
Marist College, Poughkeepsie, NY 2021-present

III. OTHER INFORMATION

Research Assistant - Rutgers Accounting Research Center (2016-Present)
Journal Reviewer - Journal of Emerging Technology in Accounting (2016-Present)
Member, American Accounting Association
Network Engineer - National Computer Rank Examination Band 4 (2013)

Dr. Chengzhang Wu has been published in the Journal of Emerging Technologies in Accounting and currently has another paper under review at the Journal of Information Systems. He has presented at many national conferences. His experience in teaching Managerial Accounting and Financial Accounting fits perfectly with the needs of our current Accounting program and we feel that Dr. Wu would make an ideal addition to the faculty of the Accounting program within the School of Business.

RECOMMENDED FOR:

Assistant Professor of Business Studies, Accounting