

**MEETING OF THE BOARD OF TRUSTEES OF THE  
WILLIAM PATERSON UNIVERSITY OF NEW JERSEY**

**Wednesday, July 5, 2006**

The meeting was called to order at approximately 6:10 p.m. in the College Hall Board Room.

BOARD MEMBERS PRESENT: Mr. Adzima, Mr. Campbell, Ms. Ellis, Dr. Fan, Mr. Gruel, Mr. Jackson, Mr. Mazzola, Ms. Olmos, Mr. Pesce, Dr. Pruitt, Ms. Rosado, Mr. Taylor, President Speert

ABSENT: Ms. Temple

OTHERS PRESENT:

Provost and Senior Vice President Weil, Vice President Bolyai, Vice President Deller, Vice President Martone, Dr. Schaeffer, Mrs. Santaniello, administrators, faculty, and others.

ANNOUNCEMENT CONCERNING ADEQUATE NOTICE OF MEETING:

In accordance with the "Open Public Meetings Act," the Chairperson publicly announced and had entered into the minutes that "adequate notice" of this meeting was provided. In compliance with this Statute, this notice was posted on the University's bulletin board, reserved for these announcements, and also distributed to The North Jersey Herald and News, The Record, and The Star Ledger more than 48 hours prior to this meeting.

It was moved and seconded to adopt the following resolution:

7-06-1 RESOLUTION, TO MOVE INTO EXECUTIVE SESSION (Appendix 1)  
The resolution was unanimously adopted.

At approximately 8:10 p.m., the Public Session resumed.

MINUTES OF THE MAY 13, 2006 BOARD MEETING:

The minutes of the May 13, 2006 Board meeting were approved as distributed.

SWEARING IN – NEW STUDENT TRUSTEES:

Newly elected student trustees, Ms. Karen Ellis and Ms. Maria Olmos, were introduced and sworn into office by Board Chair, Robert Taylor. They were welcomed with a round of applause.

CHAIR'S REPORT :

Mr. Taylor briefly reviewed the accomplishments of the Board over the last year. After a successful Presidential assessment completed last year, the Board undertook its own self-assessment, which was recently completed. With the help of consultant, Dr. Jill Derby, of the Association of Governing Boards, the Board looked at their level of functioning, effectiveness and areas for improvement to better contribute to the success of the University.

Mr. Taylor reported that the Committee on Trustees and Nominations has developed some new guidelines for the selection of Board officers, Committee Chairs and Representatives to NJASCU and the Auxiliary Services Corporation. He thanked all the present committee chairs

for their contributions in leading the work of all the committees. He presented a resolution for approval as recommended by the Committee on Trustees and Nominations.

Mr. Taylor thanked the union leadership and the faculty senate for their continued efforts to work together with administration and the Board on the issues faced by the University.

It was moved and seconded to adopt the following:

7-06-2 RESOLUTION, Guidelines for the Selection of Board Officers, Committee Chairs and Representatives to NJASCU and the Auxiliary Services Corporation (Appendix 2)

The resolution was unanimously adopted.

#### PRESIDENT'S REPORT:

1. President Speert welcomed the new student trustees and said how important their participation is in the overall functioning of the Board and that their contributions will be valuable to the University community. He encouraged their serious engagement in the role of student trustee.

2. The President reported on the budget situation, which presently remains unsettled. There is talk of restoration of some monies for higher education, but not at sufficient enough levels to meet our operating expenses. As a result, several cost-cutting measures are being undertaken to reduce expenses and increase revenues, while continuing to provide academic and student services at the best level we are able.

President Speert acknowledged that we did have some very good successes this year and asked Provost and Executive Vice President Edward Weil to provide the details. Dr. Weil reported on important accreditations, reaccreditations and program approvals, two new baccalaureate degree programs, student and faculty research, extramural grants, and other successful initiatives in the areas of academic support, library services, student development, residence life, enrollment management, facilities, enrollment management, and development.

#### COMMITTEE REPORTS

##### FINANCE & AUDIT COMMITTEE:

Mr. Gruel reported that the Committee had several meetings regarding tuition and fees, room and board rates, and meal plans for the 06-07 academic year and the overall budget. Because the state budget has not been adopted to date, the resolutions dealing with tuition, fees, and room and board and meal plans will be tabled until the state budget is approved. The Board further discussed the impact of the proposed steep cuts to higher education, and the proposed withdrawal of state support for negotiated salary increases for the collective bargaining units as well as proposed cuts in funding for fringe benefits. Mr. Taylor asked if there were any comments from the audience on this topic.

Professor Susanna Tardi, President of the AFT said she was pleased that the Board decided not to put forth a tuition increase at this time without knowing what the final budget will be and voiced concern over the amount of recent tuition increases and the effect on students.

She provided a handout on faculty credits and administrative credits awarded by academic year from 94/95 through 04/05 at William Paterson University, and a chart comparing the nine public

colleges on the number of managerial employees 2000 – 2005, number of managers above \$100K for 2000 – 2005 and total managerial salaries 2000 – 2005. Dr. Tardi addressed the issue of a potential furlough as a cost-cutting measure and suggested it is not the only solution. She appealed to the Board to take a closer look at spending and proposed cuts. She mentioned looking at degree audits, more efficient use of buildings on campus, more efficient course scheduling and more efficient use of faculty time and administrators' time as areas that may yield potential savings – and eliminate the need for a furlough. She stated that she and the other union leadership support President Speert and his efforts and they believe in his ability to guide us through this turbulent time and urged the Board to take a closer look at all the suggestions made.

**RESOLUTIONS, TUITION AND FEES:**

RESOLUTIONS 7-06-3 through 7-06-7 and RESOLUTION 7-06-9 were tabled.

It was moved and seconded to adopt the following:

- 7-06-8 RESOLUTION, Tuition and Fees for High School Students (Appendix 8)
- 7-06-10 RESOLUTION, Testing Success Nursing Program Fees Fee (Appendix 10)
- 7-06-11 RESOLUTION, NUR600 Advanced Physical Assessment Laboratory Fees (Appendix 11)

The resolutions were unanimously adopted.

**RESOLUTION, BID WAIVERS 7-06-12 (Consent Agenda):**

- Procurement of Legal Services – State of New Jersey, Division of Law (Appendix 12)
- EBSCO Information Services (Appendix 12)
- Blackwell's Book Services (Appendix 12)
- Palinet (Appendix 12)
- Endeavor Information Systems, Inc. (Appendix 12)
- National Archive Publishing Company (NAPC) (Appendix 12)
- ScienceDirect/Elsevier, B..V. (Appendix 12)
- West Publishing Company (Appendix 12)
- Midwest Library Services (Appendix 12)
- L.P. Thebault Company (Appendix 12)
- Brandspa (Appendix 12)
- The Sawtooth Group (Appendix 12)
- RuffaloCODY (Appendix 12)
- Purchase of Water and Sewerage Services (Appendix 12)
- Public Service Electric and Gas Company (Appendix 12)
- SungardHE (Appendix 12)
- SAS Institute (Appendix 12)
- SPSS Inc. (Appendix 12)
- Oracle Corporation (Appendix 12)
- CollegeNet, Inc. (Appendix 12)
- Ciber, Inc. (Appendix 12)
- NJEDge.Net (Appendix 12)

Blackboard, Inc. (Appendix 12)  
Vista/VSA of NY (Appendix 12)  
The CBORD Group, Inc. (Appendix 12)  
JSA Technologies (Appendix 12)  
SA Cash (Appendix 12)  
TNT Educational Services, Inc. (Appendix 12)  
Para-Professional Health Careers (Appendix 12)  
Ace Reprographic Services, Inc. (Appendix 12)  
Normann Staffing Services (Appendix 12)  
Mary Pomerantz Advertising (Appendix 12)  
CoWorx Staffing Services (Appendix 12)  
Passaic Public Schools (Appendix 12)  
On-Call Professional Services for the Russ Berrie Institute  
(Appendix 12)  
Bloomberg L.P. (Appendix 12)  
Reuters America LLC (Appendix 12)  
Furniture X-Change (Appendix 12)  
Circle System Group (Appendix 12)

The resolution was unanimously adopted.

PERSONNEL COMMITTEE:

Dr. Peter Fan reported that the Board discussed the uncertainty of appropriations for higher education in the state budget proceedings, and recommended that Resolution 7-06-16 regarding Temporary Closure be tabled until the state budget is adopted and further discussion regarding its fiscal impact on the University can take place.

RESOLUTION 7-06-16 was tabled.

It was moved and seconded to adopt the following:

7-06-13 RESOLUTION, Tenure for David Reid (Appendix 13)  
7-06-14 RESOLUTION, Tenure for Robert Seal (Appendix 14)  
7-06-15 RESOLUTION, Various Personnel Matters (Appendix 15)  
7-06-17 RESOLUTION, Plan for Reduction of Managerial Employees for Fiscal Reasons  
(Appendix 17)

The resolutions were unanimously adopted.

DEVELOPMENT REPORT:

Mr. Gruel thanked VP Deller and her staff, the University Board and Foundation Board, and the University community on the outstanding capital campaign results.

EDUCATION POLICY & MINORITY AFFAIRS COMMITTEES:

Dr. Pruitt reported on the joint meeting of the Education Policy and Minority Affairs committees. The Student Success plan and a review of the year's achievements were presented and discussed. Dr. Pruitt mentioned that the concern regarding the black male graduation rate is being looked at to develop some suggestions for improvement.

STUDENT AFFAIRS COMMITTEE:

Ms. Rosado reported that a presentation was made to the Student Affairs Committee on enrollment management. The 2006 enrollment is projected to be slightly lower than last year. Several proactive initiatives are underway to increase enrollment, including efforts to recapture non-returning students, scheduling of instant-decision days, and more open houses. Graduate enrollment is ahead of projections. Alcohol.edu is being expanded to include modules for parents to generate increased discussion between parents and students. All incoming freshmen will be required to participate in the on-line course. A county-wide task force has been established to work with the community, business owners and others to increase awareness and cooperation on this topic. Dr. Glen Sherman of the University has been asked and agreed to chair the Task Force.

OTHER BUSINESS:

At approximately 9:50 p.m. there being no further business, a motion was made and seconded for the meeting to be adjourned. The motion carried unanimously.

Respectfully submitted,



Donna Santaniello  
Assistant to the President  
and Board of Trustees

July 5, 2006

Appendix 1  
Minutes of the  
July 5, 2006  
Board Meeting

7-06--1--RESOLUTION, TO MOVE INTO EXECUTIVE SESSION

WHEREAS: The New Jersey Open Public Meetings Act, N.J.S.A. 10:4-6 et seq., permits the public's exclusion from certain portions of the Board's meeting; now therefore be it

RESOLVED: That The William Paterson University Board of Trustees move into closed session to discuss matters pertaining to personnel issues including various appointments and resignations, attorney-client privileged communication with the Deputy Attorney General, a review of active litigation matters, and real estate matters, and be it therefore

RESOLVED: That any actions taken in closed session will be made public as required by law.

Appendix 2  
Minutes of the  
July 5, 2006  
Board Meeting

7-06-2 -- RESOLUTION, GUIDELINES FOR THE SELECTION OF BOARD  
OFFICERS AND COMMITTEE CHAIRS

WHEREAS: The Committee on Trustees and Nominations is charged to develop guidelines for the selection of Board Officers, Committee Chairs and trustee representatives to the New Jersey Association of State Colleges and Universities (NJASCU) and the Auxiliary Services Corporation, therefore, be it

RESOLVED: That the Board of Trustees approves the attached Guidelines for the Selection of Board Officers, Committee Chairs and Trustee Representatives to the New Jersey Association of State Colleges and Universities (NJASCU) and the Auxiliary Services Corporation.

WILLIAM PATERSON UNIVERSITY  
BOARD OF TRUSTEES

Guidelines for the Selection of Board Officers, Committee Chairs and  
Representation to NJASCU and the Auxiliary Services Corp.

Board officers

- ▶ The Committee on Trustees and Nominations will present a candidate for each of the three officer positions, Chair, Vice-Chair and Secretary, for approval of the entire board. The slate of officers will be selected at the last board meeting prior to the summer. (For academic year 2006-2007 this will occur on July 5, 2006.) The officers will be formally elected, announced and assume their positions at the September board meeting when the Board "organizes annually" as required by New Jersey statute. In addition to the slate of officers presented by the Committee on Trustees and Nominations, additional candidates may be nominated by individual trustees.
- ▶ As required by the Board's *Bylaws*, board officers serve an initial two-year term and may be re-elected to an additional two-year term.
- ▶ Candidates for the position of Board Chair should be trustees who have demonstrated significant engagement in board activities, have served in other board leadership positions (i.e. committee chair, board officer) and have accumulated the necessary knowledge to serve as chair.
- ▶ Board officer candidates, as in any other board leadership position, should demonstrate a desire to serve in that capacity.
- ▶ It is preferable (but not mandatory) that members of the Committee on Trustees & Nominations not nominate a member of that committee for a board officer position.
- ▶ The committee should endeavor to contribute to individual trustee engagement by considering individuals for Vice-Chair and Secretary who have not previously served in board officer positions.
- ▶ The Vice-Chair should be an individual who is both capable and willing to assume the role of Board Chair if necessary.



Committee chairs and Representation to NJASCU and  
Auxiliary Services Corporation

▶ Candidates for Board committee chairs and representatives to NJASCU and the Auxiliary Services Corporation are recommended by the Committee on Trustees and Nominations and selected/appointed by the new/re-elected Board Chair.

▶ As with the Board Chair, trustees in these positions shall serve one two-year term and may be reappointed for an additional two-year term.

▶ It is recognized that while experience as a committee chair is valuable, to promote individual trustee engagement, enhance trustee satisfaction with the board membership experience and to develop trustee knowledge / skills, committee chairs and representatives to NJASCU and the Auxiliary Services Corporation should serve no more than two successive two year terms.

▶ A trustee should have served at least one successful two-year term on a committee before being considered for the committee chair.

▶ If possible, a committee should include the new chair, the prior chair, and a trustee who would be interested in assuming the role of chair of that committee in the future.

Respectfully submitted,

Committee on Trustees and Nominations  
Peter Fan, Chair  
Vince Mazzola  
Will Pesce

June 20, 2006

*Revised 6/22/06*

7-06-3 **RESOLUTION, UNDERGRADUATE FLAT RATE CHARGE FOR  
TUITION AND FEES/NEW JERSEY RESIDENTS**

Resolved: That the Board of Trustees of William Paterson University establishes the following flat rate charge for tuition and fees effective for the Fall 2006 for undergraduate New Jersey residents who enroll for 12 or more credits:

Tuition and Fees  
Effective Fall 2006

\$4,775.00 per semester

7-06-4 -- **RESOLUTION, UNDERGRADUATE FLAT RATE CHARGE FOR  
TUITION AND FEES/OUT-OF-STATE STUDENTS**

Resolved: That the Board of Trustees of William Paterson University establishes the following flat rate charge for tuition and fees effective for the Fall 2006 for undergraduate out-of-state students who enroll for 12 or more credits.

Tuition and Fees  
Effective Fall 2006

\$7,685.00 per semester

7-06-5 -- **RESOLUTION, PER CREDIT CHARGES FOR TUITION AND  
FEES/NEW JERSEY RESIDENTS**

Resolved: That the Board of Trustees of William Paterson University establishes the following schedule of tuition and fee per credit charges for New Jersey residents effective for the 2006 Fall Semester:

Tuition & Fees  
Effective Fall 2006

UNDERGRADUATE: (Taking less than 12 credits)	\$303.00 per credit
GRADUATE:	\$520.00 per credit

7-06-6 -- **RESOLUTION, PER CREDIT CHARGES FOR TUITION AND  
FEES/OUT-OF-STATE STUDENTS**

Resolved: That the Board of Trustees of William Paterson University establishes the following schedule of tuition and fee per credit charges for out-of-state students effective for the 2006 Fall Semester:

Tuition and Fees  
Effective Fall 2006

UNDERGRADUATE: \$493.00 per credit  
(Taking less than 12 credits)

GRADUATE: \$795.00 per credit

Appendix 7  
Minutes of the  
July 5, 2006  
Board Meeting

7-06-7 -- **RESOLUTION, RESIDENCE HALL ROOM RATES 2006-07**

Resolved: That the Board of Trustees of William Paterson University approves the establishment of the per semester residence hall room rates for the 2006-07 academic year effective Fall 2006 as follows per student:

Single Occupancy Room:	\$3,750
Traditional Residence Halls*:	\$3,120
Pioneer & Heritage Apartments:	\$3,375
Off-Campus Sites:	\$3,465

**7-06-8 -- RESOLUTION, TUITION AND FEES FOR HIGH SCHOOL STUDENTS**

WHEREAS: The University in partnership with various New Jersey Boards of Education seeks to provide high school students with the opportunity to take college-level courses offered by the University, and

WHEREAS: These students do not require the same level of administrative and campus services outside of the classroom as the University's admitted undergraduate and graduate students, therefore, be it

RESOLVED: That the Board of Trustees of the William Paterson University of New Jersey approves the following tuition and fee structure effective fall 2006:

Courses taught On Campus:

Tuition: \$190 per credit  
Parking and Transportation Fee: \$50

Courses Taught at High School:

Tuition: \$190 per credit  
Information Technology Fee: \$6.50 per credit  
\$196.50 per credit

7-06-9-- **RESOLUTION, MEAL PLAN RATES 2006-07**

Resolved: That the Board of Trustees of William Paterson University approves the establishment of the per semester meal plan rates for the 2006-07 academic year effective Fall 2006 as follows:

8-Meal Plus \$325	\$1,420	- Undergraduate & Graduate
8-Meal Plus \$450	\$1,570	- Undergraduate & Graduate
8-Meal Plus \$550	\$1,675	- Undergraduate & Graduate
10-Meal Plan	\$1,420	- Undergraduate & Graduate
15-Meal Plan	\$1,470	- Undergraduate & Graduate
19-Meal Plan	\$1,570	- Undergraduate & Graduate
150-Meal Block Plan	\$1,700	- Undergraduate & Graduate
225-Meal Block Plan	\$1,810	- Undergraduate & Graduate
Premium-Cash	\$1,940	- Undergraduate & Graduate
Premium-6 Flex	\$1,940	- Undergraduate & Graduate
Premium-7 Flex	\$1,940	- Undergraduate & Graduate
Premium-9 Flex	\$1,940	- Undergraduate & Graduate
20-Meal Block Plan	\$180	- Undergraduate & Graduate
5-Meal Plan	\$905	- Graduate Only
A-La-Carte Plan	\$690	- Graduate Only



7-06 -10- - **RESOLUTION, TESTING SUCCESS NURSING PROGRAM FEE**

Resolved: That the Board of Trustees of William Paterson University establishes a \$65.00 program fee that would be associated with a designated theory course each semester for the purchase of the Learning System RN Online beginning in the Fall 2006 Semester. This fee is not subject to the per student lab fee cap. The designated courses are:

NUR 212 Adaptation Nursing I  
NUR 213 Adaptation Nursing II  
NUR 312 Expanding Family Adaptation Nursing  
NUR 313 Established Family Adaptation Nursing  
NUR 411 Professional Practice Theory  
NUR 412 Adaptation Nursing in the Community

7-06 - 11 - -

**RESOLUTION, NUR 600 ADVANCED PHYSICAL ASSESSMENT  
LABORATORY FEE**

Resolved: That the Board of Trustees of William Paterson University authorizes an increase in the Laboratory Fee from \$60 to \$200 for the NUR 600 Advanced Physical Assessment Laboratory course beginning in the Fall 2006 Semester. This fee is not subject to the per student lab fee cap.

Appendix 12  
Minutes of the  
July 5, 2006  
Board Meeting

7-06-12 – RESOLUTION, BID WAIVERS, (consent agenda)

WHEREAS: The New Jersey State College Contracts Law permits waivers of advertising for public bids for certain specified purchases in excess of \$26,200, and

WHEREAS: The Law requires that such waivers shall be approved by the Board of Trustees, and,

WHEREAS: At its meeting of June 20, 2006, the Finance and Audit Committee of the Board of Trustees reviewed proposed waivers in the areas of legal services, library, institutional advancement, utilities, information systems, auxiliary services, continuing education / distance learning, construction, human resources, New Jersey Consortium for Middle School Teacher Preparation grant, Russ Berrie Institute, E\*Trade Financial Learning Center, used furniture and reconditioning of athletic equipment and,

WHEREAS: The Finance and Audit Committee reviewed the rationale and projected expenditure amount for each waiver, documentation citing each waiver's basis in the New Jersey State College Contracts Law, explanatory memos from the appropriate University staff members providing specific details about each waiver and discussed responses to questions posed by trustees to staff about specific waivers, and,

WHEREAS: The Finance & Audit Committee unanimously recommends that the Board of Trustees approve the following waivers, specific details of which are enumerated in the attached documents, therefore, be it

RESOLVED: That the Board of Trustees of William Paterson University approves the waivers described in the attached documents:

**BID WAIVER, PROCUREMENT OF LEGAL SERVICES -  
STATE OF NEW JERSEY, DIVISION OF LAW**

Resolved: That pursuant to Subsection 5.b. of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to contract with the State of New Jersey, Division of Law for the provision of legal services to the University. The cost is not to exceed \$180,000 for the period July 1, 2006 through June 30, 2007.

## **BID WAIVER, EBSCO INFORMATION SERVICES**

**Resolved:** That pursuant to Subsection 5.a. (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with EBSCO Information Services, Tenafly, New Jersey, for the purchase of periodical and serial subscriptions. The fee for Fiscal Year 2007 is not to exceed \$460,000.

## **BID WAIVER, BLACKWELL'S BOOK SERVICES**

**Resolved:** That pursuant to Subsection 5.a. (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to purchase from Blackwell's Book Services, Lake Oswego, Oregon, various books for use in the library in an amount not to exceed \$150,000 for Fiscal Year 2007.

## **BID WAIVER, PALINET**

**Resolved:** That pursuant to Subsection 5.a. (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Palinet, Philadelphia, Pennsylvania, for specialized library services for an amount not to exceed \$97,000 for Fiscal Year 2007.

**BID WAIVER, ENDEAVOR INFORMATION  
SYSTEMS, INC.**

Resolved: That pursuant to Subsection 5. a. (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Endeavor Information Systems, Inc., Des Plaines, Illinois, for ongoing training and annual maintenance services associated with the integrated library system. The Fiscal Year 2007 cost shall not exceed \$34,000.



**BID WAIVER, NATIONAL ARCHIVE PUBLISHING  
COMPANY (NAPC)**

Resolved: That pursuant to Subsection 5.a. (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with National Archive Publishing Company (NAPC), Ann Arbor, Michigan, for the purchase of journals in microform format. The fee for Fiscal Year 2007 is not to exceed \$85,000.

**BID WAIVER, SCIENCEDIRECT/ELSEVIER, B.V.**

Resolved: That pursuant to Subsection 5.a. (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with ScienceDirect/Elsevier, B.V., Philadelphia, Pennsylvania, for the provision of subscriptions to scholarly, electronic journals at an amount not to exceed \$83,000 for Fiscal Year 2007.

**BID WAIVER, WEST PUBLISHING COMPANY**

Resolved: That pursuant to Subsection 5.a. (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to purchase from West Publishing Company, St. Paul, Minnesota, various published materials for use in the library in an amount not to exceed \$27,000 for Fiscal Year 2007.



**BID WAIVER, MIDWEST LIBRARY SERVICES**

Resolved: That pursuant to Subsection 5.a. (6) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to purchase from Midwest Library Services, Bridgeton, Missouri, various books for use in the library in an amount not to exceed \$70,000 for Fiscal Year 2007.



**BID WAIVER, L.P. THEBAULT COMPANY**

**Resolved:** That pursuant to Subsection 5.a. (18) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with L. P. Thebault Company, Parsippany, New Jersey, for the printing of the University magazine. The amount shall not exceed \$125,000 for Fiscal Year 2007.



**BID WAIVER, BRANDSPA**

Resolved: That pursuant to Subsection 5.a. (15) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Brandspa, Montclair, New Jersey, for creative and production services associated with the production of "WP", the Magazine of William Paterson University, in an amount not to exceed \$35,000 for Fiscal Year 2007.

**BID WAIVER, THE SAWTOOTH GROUP**

Resolved: That pursuant to Subsection 5.a. (20) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with The Sawtooth Group, Woodbridge, New Jersey, for services related to the ongoing image/recruitment campaign in an amount not to exceed \$450,000 for Fiscal Year 2007.

## **BID WAIVER, RUFFALOCODY**



Resolved: That pursuant to Subsection 5.a. (25) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with RuffaloCODY, Cedar Rapids, Iowa, for the purpose of conducting the annual alumni phonathon. The contract amount for Fiscal Year 2007 shall not exceed \$76,000.





**BID WAIVER, PURCHASE OF WATER AND  
SEWERAGE SERVICES**

Resolved: That pursuant to Subsection 5. a. (8) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to purchase water and sewerage treatment services from Wayne Township for a term to expire June 30, 2011.



**BID WAIVER, PUBLIC SERVICE ELECTRIC AND  
GAS COMPANY**

Resolved: That pursuant to Subsection 5.a. (8) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to purchase electricity and natural gas from the Public Service Electric and Gas Company of New Jersey and/or its successor and to utilize Public Service Electric and Gas and/or its successor as an electric service and natural gas distribution supplier through Fiscal Year 2011.



**BID WAIVER, SUNGARDHE**

**Resolved:** That pursuant to Subsection 5.a. (19) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with SungardHE, Malvern, Pennsylvania, for ongoing maintenance and software support and consulting of the Banner Enterprise system in the amount of \$600,000 for Fiscal Year 2007.



**BID WAIVER, SAS INSTITUTE**

**Resolved:** That pursuant to Subsection 5.a. (19) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with SAS Institute, Cary, North Carolina, for a license and maintenance contract, the amount of the contract not to exceed \$55,000 for Fiscal Year 2007.



**BID WAIVER, SPSS INC.**

Resolved: That pursuant to Subsection 5.a. (19) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with SPSS Inc., Chicago, Illinois, for licensing of statistical and graphics software for an amount not to exceed \$60,000 for Fiscal Year 2007.

## **BID WAIVER, ORACLE CORPORATION**

**Resolved:** That pursuant to Subsection 5.a (19) of the State College Contract Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Oracle Corporation, Reston, Virginia, for yearly contractual maintenance for the Oracle relational database management system in an amount not to exceed \$125,000 for Fiscal Year 2007.

**BID WAIVER, COLLEGENET, INC.**

Resolved: That pursuant to Subsection 5.a. (19) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with CollegeNet, Inc., Portland, Oregon, for the annual licensing contract and for consulting and training services for the Resource 25/Series 25 software application in the amount of \$30,000 for Fiscal Year 2007.

**BID WAIVER, CIBER, INC.**

Resolved: That pursuant to Subsection 5.a. (25) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Ciber, Inc., Edison, New Jersey, for annual maintenance and support for the desktop computer management software suite. The total amount of this contract is not to exceed \$55,000 for Fiscal Year 2007.



**BID WAIVER, NJEDGE.NET**

Resolved: That pursuant to Subsection 5.b. (19) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with NJEDge.Net, Newark, New Jersey, for the provision of broadband data, video and Internet services at a cost not to exceed \$125,000 for Fiscal Year 2007.

**BID WAIVER, BLACKBOARD, INC.**

Resolved: That pursuant to Subsection 5.a. (19) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Blackboard, Inc., Washington, D.C., for the purchase of the annual software maintenance fees for two software systems: Blackboard Learning System—Enterprise Level and the Blackboard Content Management System, at an amount not to exceed \$96,700 for Fiscal Year 2007.

**BID WAIVER, VISTAR/VSA OF NY**

Resolved: That pursuant to Subsection 5.a. (7) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to make the purchases necessary to provide inventory and supply items for the University vending machines from Vistar/VSA of NY, Parsippany, New Jersey, in an amount not to exceed \$60,000 for Fiscal Year 2007.

**BID WAIVER, THE CBORD GROUP, INC.**

Resolved: That pursuant to Subsection 5.a. (19) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with The CBORD Group, Inc., Ithaca, New York, for maintenance of ID card hardware and software system. The fee for Fiscal Year 2007 is not to exceed \$110,000.

## **BID WAIVER, JSA TECHNOLOGIES**

Resolved: That pursuant to Subsection 5.a. (19) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with JSA Technologies, Ft. Worth, Texas, for the software services needed to provide students with on-line, real-time access to their Pioneer Express debit cards. For Fiscal Year 2006, the cost is not to exceed \$30,000.

**BID WAIVER, SA CASH**

Resolved: That pursuant to Subsection 5.a. (19) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with SA Cash, Lakewood, Colorado, for the merchant processing services of Pioneer Express debit card transactions for the purchase of goods and services from off-campus local and regional merchants. The fee for Fiscal Year 2007 is not to exceed \$1,525,000.

**BID WAIVER, TNT EDUCATIONAL SERVICES, INC.**

Resolved: That pursuant to Subsection 5.a. (15) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with TNT Educational Services, Inc., Parsippany, New Jersey, for the purpose of providing professional non-credit instructional programs. The contract amount for the period July 1, 2006 through June 30, 2007 shall not exceed \$480,000.

**BID WAIVER, PARA-PROFESSIONAL HEALTH CAREERS**

Resolved: That pursuant to Subsection 5.a. (15) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Para-Professional Health Careers, Matawan, New Jersey, for the purpose of providing professional non-credit instructional programs. The contract amount for the period July 1, 2006 through June 30, 2007 shall not exceed \$120,000.



**BID WAIVER, ACE REPROGRAPHIC SERVICES, INC.**

Resolved: That pursuant to Subsection 5.a. (18) of the New Jersey State Contracts Law, the Board of Trustees authorizes the University President or his designee to enter into a printing service agreement with Ace Reprographic Service, Inc. of Paterson, New Jersey, to provide printing services throughout Fiscal Year 2007. The fee for this service shall not exceed \$45,000 for Fiscal Year 2007.

## **BID WAIVER, NORMANN STAFFING SERVICES**

Resolved: That pursuant to Subsection 5.a. (20) of the New Jersey State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to retain the services of Normann Staffing Services, Wayne, New Jersey, for providing temporary staff on an as-needed basis at a cost not to exceed \$60,000 for Fiscal Year 2007.

**BID WAIVER, MARY POMERANTZ ADVERTISING**

Resolved: That pursuant to Subsection 5.a. (20) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into a contract with Mary Pomerantz Advertising, Highland Park, New Jersey, for personnel recruitment advertising services. The amount shall not exceed \$110,000 for Fiscal Year 2007.

**BID WAIVER, COWORX STAFFING SERVICES**

Resolved: That pursuant to Subsection 5.a. (20) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into a contract with CoWorx Staffing Services, Watchung, New Jersey, for temporary staffing services. The amount shall not exceed \$60,000 for Fiscal Year 2007.

## **BID WAIVER, PASSAIC PUBLIC SCHOOLS**

**Resolved:** That pursuant to Subsection 5.b. of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to forward payment to the Passaic Public Schools, Passaic, New Jersey, in conjunction with the terms and conditions of the New Jersey Consortium for Middle School Teacher Preparation Grant for the district's staff development expenditures related to this agreement. The cost is not to exceed \$150,000 for Fiscal Year 2007.

**BID WAIVER, ON-CALL PROFESSIONAL SERVICES  
FOR THE RUSS BERRIE INSTITUTE**

Resolved: That pursuant to Subsection 5.a. (15) of the New Jersey State Contracts Law, the Board of Trustees authorizes the University President or his designee to enter into agreements with the individuals and firms listed below to provide high quality educational, consulting and training services throughout Fiscal Year 2007. The fee per professional per project will not exceed \$100,000. The Fiscal Year 2007 aggregate amount will not exceed \$800,000.

ePath Learning, Inc.  
ESource Corp  
Thomas Ryan  
Moldave Designs  
Yellow Advertising & Design, Inc.  
GeoLearning, Inc.  
Sonic Foundry  
Judy Paulen Designs, Inc.

**BID WAIVER, BLOOMBERG L.P.**

Resolved: That pursuant to Subsection 5.a. (19) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Bloomberg L.P., New York, New York, for a one-year lease of Bloomberg's Professional financial data subscription service with relation to Hardware, Training and Support. The fee, including reimbursables, is not to exceed \$28,000 for Fiscal Year 2007.

**BID WAIVER, REUTERS AMERICA LLC**

Resolved: That pursuant to Subsection 5.a. (19) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Reuters America LLC, New York, New York, for one-year lease of Reuters 3000 Xtra Subscription Datafeed Service Hardware and Software. The fee, including reimbursables, is not to exceed \$80,280 for Fiscal Year 2007.



## **BID WAIVER, THE FURNITURE X-CHANGE**

Resolved: That pursuant to Subsection 5.a. (3) of the State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to purchase used furniture from The Furniture X-Change, South Plainfield, New Jersey, in an amount not to exceed \$75,000 in Fiscal Year 2007.

**BID WAIVER, CIRCLE SYSTEM GROUP**

Resolved: That pursuant to Subsection 5.a. (9) of the New Jersey State College Contracts Law, the Board of Trustees of William Paterson University authorizes the University President or his designee to enter into an agreement with Circle System, Easton, Pennsylvania, to provide reconditioning services of the University's athletic equipment for an amount not to exceed \$30,000 for Fiscal Year 2007.

7-06- 13 - -RESOLUTION, TENURE FOR DAVID REID

WHEREAS: Dr. David Reid was appointed as Professor in the Department of Marketing and Management in the Cotsakos College of Business on September 1, 2004 and has undertaken academic responsibilities consistent with that appointment; and was appointed the founding Chairperson of the Department of Professional Sales effective September 1, 2005;

WHEREAS: Dr. Reid has established a record as an excellent teacher and scholar, and had earned tenure at the University of Toledo prior to his appointment as Professor of Professional Sales at William Paterson University; and

WHEREAS: The Retention and Tenure Committee of the Department of Marketing and Management, serving as the as the committee of record according to University policy, voted to recommend the award of tenure to Dr. Reid; and Interim Dean C.K. Leung of the College of Business and Provost Weil concur in this recommendation; and

WHEREAS: The President has reviewed Dr. Reid's entire vita and recommends the granting of tenure; and

WHEREAS: N.J.S.A 18A:60-9 permits the Board of Trustees to award tenure by exceptional action after two years of service; therefore, be it

RESOLVED: That the Board of Trustees of The William Paterson University of New Jersey confers tenure as Professor of Professional Sales on Dr. David Reid effective September 1, 2006.

Appendix 14  
Minutes of the  
July 5, 2006  
Board Meeting

7-06-14 -- RESOLUTION, TENURE FOR DR. ROBERT SEAL

WHEREAS: Dr. Robert Seal has served as Executive Assistant to the Provost and Senior Vice President since February, 1997 and as Associate Professor of Educational Leadership since July 1, 2001, and has undertaken academic responsibilities consistent with those appointments; and

WHEREAS: Dr. Seal has established a record of excellence in teaching at William Paterson University; and other professional accomplishments in research and publication consistent with rank and tenure in the College of Education; and

WHEREAS: The Dean of the College of Education, after consultation with the faculty in the Department of Educational Leadership, recommended to the Provost on May 12, 2006 that Dr. Seal be awarded tenure, and Provost Weil concurs with the Dean's recommendation; and

WHEREAS: The President has reviewed the recommendations of the Dean and Provost and recommends the granting of tenure; and

RESOLVED: That the Board of Trustees of The William Paterson University of New Jersey confers tenure as Associate Professor in the College of Education on Dr. Robert Seal, effective September 1, 2006.

Appendix 15  
Minutes of the  
July 5, 2006  
Board Meeting

7-06-15 -- RESOLUTION, VARIOUS PERSONNEL MATTERS

**RESOLVED:** That the Board of Trustees approves the various personnel matters as recommended by the President and directs that the actions be listed in the minutes of this meeting

THE WILLIAM PATERSON UNIVERSITY  
PERSONNEL MATTERS

<u>PERSONNEL ACTION</u>	<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT</u>	<u>RANGE</u>	<u>STEP</u>	<u>ANNUAL SALARY RATE</u>	<u>EFFECTIVE DATE</u>
APPOINTMENTS:	Kelli Jean Asada	Asst. Professor	Communication	U24	5	\$59,851.33	9/1/06
	Claudia Baez-Camargo	Asst. Prof. ½ time One Year Only	History	U22	3	\$24,883.05	9/1/06-6/30/07
	Martin Becker	Asst. Professor	Environmental Science	U26	7	\$71,497.72	9/1/06
	Donald Bennett	SGA Financial Mgr (Asst. Dir 2)	Campus Activities & Student Leadership	U24	4	\$56,096.26	6/1/06
	Lorra Brown	Asst. Professor	Communication	U24	6	\$62,344.26	9/1/06
	Steven Colon	Asst. Director EOF (Asst. Dir 2)	Educ. Oppty Fund Program (Grant funded)	U24	3	\$53,658.15	6/19/06
	Claire Donaghy	Assoc. Professor	Nursing	U28	5	\$72,763.21	9/1/06
	Barbara Duffy	Instructor	Nursing	U18	11	\$55,821.16	9/1/06
	Tamara Hampson	Grant Project Coord. (PSS3 SC)	NJCMS Grant -Education (NJ Consortium for Middle Schools)	U21	2	\$44,245.45	7/5/06-6/30/07
	Rajender Kaur	Asst. Professor	English	U24	6	\$62,344.26	9/1/06
	Kamau Kenyatta	Instructor ¾ time One Year Only	African, Af-Amer, Carib	U18	3	\$30,704.48	9/1/06-6/30/07
	Anil Kumar	Asst. Prof. ½ time One Year Only	Languages & Cultures	U22	3	\$26,014.33	9/1/06-6/30/07

THE WILLIAM PATERSON UNIVERSITY  
PERSONNEL MATTERS

<u>PERSONNEL ACTION</u>	<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT</u>	<u>RANGE</u>	<u>STEP</u>	<u>ANNUAL SALARY RATE</u>	<u>EFFECTIVE DATE</u>
APPOINTMENTS:	Denise Liberty	Instructor One Year Only	Biology	U18	10	\$53,960.93	9/1/06-6/30/07
	Lizy Mathew	Instructor	Nursing	U18	11	\$55,821.16	9/1/06
	Elizabeth McCrea	Asst. Professor One Year Only	Marketing & Mgmt	U22	11	\$67,866.60	9/1/06-6/30/07
	Kelly McNeal	Instructor	Sec. & Middle School	U18	12	\$57,681.39	9/1/06
	Ann Medinets	Assoc. Professor	Accounting & Law	U28	6	\$75,796.03	9/1/06
	Joseph Moore	Professor ½ time One Year Only	Sec. & Middle School	U30	5	\$40,109.03	9/1/06-6/30/07
	Denise Pignato	Academic Advisor (PSS2)	Career Development	U24	1	\$48,782.00	5/1/06
	Kara Rabbitt	Interim Assoc. Dean	Humanities & Soc. Sci.	D33	-	\$115,000.00	7/1/06-6/30/07
	Maiko Sato	Instructor ¾ time One Year Only	Languages & Cultures	U18	7	\$36,285.18	9/1/06-6/30/07
	Robin Schwartz	Asst. Professor	Art, Photography	U22	11	\$67,866.60	9/1/06
	Deborah Sheffield	Academic Advisor (PSS2)	Career Development	U24	1	\$48,782.00	5/1/06
	Theresa Skinner	Job Locator/Dev.Coord. (Asst. Dir. 3)	Career Development	U22	1	\$45,240.97	7/1/06
	Rosa Soto	Instructor	English	U18	11	\$55,821.16	9/1/06

THE WILLIAM PATERSON UNIVERSITY  
PERSONNEL MATTERS

<u>PERSONNEL ACTION</u>	<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT</u>	<u>RANGE</u>	<u>STEP</u>	<u>ANNUAL SALARY RATE</u>	<u>EFFECTIVE DATE</u>
EXTENSIONS:	Kenneth Templin	PSS3	Information Systems	U21	4	\$48,462.56	4/1/06
	Ian Bouie	Program Asst.	PT4T (Paterson Teachers for Tomorrow)	U17	5	\$42,541.68	7/1/06-8/17/06
	Nicholas DiMinni	Asst. Dir 3	Residence Life	U22	9	\$61,947.73	5/31/06-12/31/06
	Laurie Kopf-Nyulassy	PSS4	Telecommunications	U18	5	\$44,659.77	7/1/06-12/31/06
LEAVES OF ABSENCE:	Ronald Glassman Transitional Sabbatical	Professor	Sociology	U30	12	\$103,614.24	9/1/06-1/30/07
	Martin Hahn Transitional Sabbatical	Professor	Biology	U32	12	\$114,249.45	9/1/06-1/16/07
	Yuhong Wu Family Leave*	Asst. Professor	Marketing	U25	11	\$78,574.29	9/1/06-6/30/07
RETIREMENT:	Helena Farrell	Prog. Assistant	NJ Project	U17	10	\$51,413.08	7/1/06
RESIGNATIONS:	Alan Braslow	Director of Sales	Russ Berrie Institute	D25	-	\$75,000.00 + Commissions	5/5/06
	Joanne Ciriello	PSS3	Cont. Ed. Dist. Lrng	U18	9	\$25,486.65	6/30/06
	Maureen Constantino	Prog. Asst.	Residence Life	U17	2	\$36,399.86	6/30/06
	Katherine McKee	PSS1	Couns, Health, Wellness	U27	5	\$67,772.17	5/17/06

\*Leave without pay after expiration of eligible sick leave and vacation time



THE WILLIAM PATERSON UNIVERSITY  
PERSONNEL MATTERS

<u>PERSONNEL ACTION</u>	<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT</u>	<u>RANGE</u>	<u>STEP</u>	<u>ANNUAL SALARY RATE</u>	<u>EFFECTIVE DATE</u>
RESIGNATIONS:	Christina Sacharoff	PSS4	Telecommunications	U18	9	\$50,954.23	4/21/06
	Kathleen Scura	Assoc. Professor	Nursing	U26	8	\$72,614.76	6/30/06

**Change of Retirement:**

Ronald Glassman, Professor, Sociology, U30, 12, \$103,614.24 changed retirement date from 7/1/06 to 1/31/07  
Ruth L. Harrison, Assoc. Professor, Nursing, U26, Step 12, \$85,251.89 rescind retirement which was to be effective 7/1/06

**Change of Sabbatical Leave:**

Edith Gardner, Professor, Biology, U30, Step 9 \$93,587.30, rescinded Fall 2006 Sabbatical

**Change in Status:**

Johanna Choo, Asst. Professor, Environmental Science, U22, 5, \$52,055.44, immigration employment authorization expired 5/2/06  
Johanna Choo, Asst. Professor, Environmental Science, U22, 5, \$52,055.44, immigration employment authorization reinstated 5/18/06 – appt. eff. 5/18/06-6/30/06

**Changes of Title:**

Dorothy Feola, from Associate Professor and Associate Dean, to Professor, Secondary & Middle School Ed. and Associate Dean, D33, \$120,000 eff. 7/1/06

**Changes of Title and Salary:**

Christopher Conzen, Asst. Director 4, Campus Activities, U20, Step 8, \$54,181.33 to Asst. Director 3, Campus Activities, U22, Step 7, \$58,816.35 eff. 7/1/06  
Richard Mikula, from Instructor, Mathematics, U18, Step 10, \$53,960.93 to Asst. Professor, Mathematics, Tenure Track Yr. 1, U22, Step 5, \$54,291.22 – completed Ph.D. eff 9/1/06  
Geraldine Mongillo, Secondary & Middle School, from Instructor, U18, Step 11, \$54,592.71 to Asst. Professor, U22, Step 6, \$55,309.33 passed Ph.D. oral & written comprehensives, eff 4/1/06  
Melissa Reynolds, Asst. Director 4, Campus Activities, U20, Step7, \$52,173.93 to Asst. Director 3, Campus Activities, U22, Step 6, \$56,553.79 eff. 7/1/06  
Jeffrey Wakemen, Asst. Director 3, Campus Activities, U20, Step 9, \$56,188.82 to Asst. Director 2, Campus Activities, U24, Step 5, \$62,344.26 eff. 7/1/06

THE WILLIAM PATERSON UNIVERSITY  
PERSONNEL MATTERS

<u>PERSONNEL ACTION</u>	<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT</u>	<u>RANGE</u>	<u>STEP</u>	<u>ANNUAL SALARY RATE</u>	<u>EFFECTIVE DATE</u>
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**End of Grant Program:**

NJ Project Grant Program Ended 6/30/06

Marie Anderson, Asst. Dir 3, NJ Project, last day of employment 6/30/06

**Return from Leave:**

Chernoh Sesay, former Provost, returning to active status as faculty member, eff. 7/1/06

**Return to Faculty Appointment:**

David Lelyveld, return to Professor, History, U30, Step 12, \$103,614.24, eff. 7/1/06

Chernoh Sesay, return to active faculty appointment, Professor, Political Science, Range U33, Step 12, \$119,939.00 eff. 9/1/06

**Return to Part-Time Appointment:**

Catherine Dodwell, return to P/T Reference Librarian, \$29.06/hr, eff. 5/14/06-6/30/06

**Temporary Reappointment:**

Ilyce Brinn, PSS4, Communication Disorders, 6 credits @ \$1000./credit, \$6000., eff. 7/5/06-8/10/06

**Resolution, 7-06-17, Adopting Plan for Reduction of Managerial  
Employees for Fiscal Reasons**

- Whereas: William Paterson University faces an unprecedented cut to its operating budget for Fiscal Year 2007, and has strong reason to believe that the fiscal circumstances facing the University will extend into fiscal year 2008, and
- Whereas: The Board of Trustees has the obligation to assure that the University is able to pursue its mission while at the same time acting with fiscal prudence, therefore, be it
- Resolved: That the Board of Trustees adopts the attached *Plan for the Reduction of Managerial Employees for Fiscal Reasons* and authorizes the University administration to take actions consistent with the *Plan*

## Plan for Reduction of Managerial Employees for Fiscal Reasons

The FY 2007 budget proposed by the Governor on March 21, 2006 would appropriate \$37.8M to William Paterson University for FY 2007, down from an adjusted appropriation for FY 2006 of \$42.1M – a \$4.2M cut. This proposal also allocates no funds to pay salary increases mandated for University employees by existing collective bargaining contracts. The best current estimate is that our salary program costs for FY 2007 represent another \$4.2M. The Governor's budget proposal also holds State support for our employee fringe benefits at an amount equal to FY 2006, necessitating that the University fund fringe benefit cost increases for current employees and all fringe benefits for any new employees. The Governor's budget estimates this figure at \$3.6M for William Paterson University. This would be the first time the University would be required to fund any portion of the fringe benefit package and thus represents a foreboding precedent going forward. Thus, taken together, our current estimate of the cut to William Paterson University is \$12M. The Governor's budget proposal is now in the hands of the State Legislature and the final outcome for William Paterson University may not be known until on or after June 30, 2006.

Since the University can not know how much, if any, of the Governor's proposed cuts will be restored by the Legislature, it must plan now to make reductions in institutional spending that will, in conjunction with revenue increases projected for the next academic year, allow it to meet the obligation to enact a balanced budget for fiscal year 2007. In addition, there is strong reason to predict that the State budget shortfall, and the resulting impact on William Paterson University, will extend for fiscal year 2008 as well.

The University's fiscal year 2006 Educational & General expenditure budget is about \$105.5M, of which about \$80.5M (76 per cent) represents salaries. Of those salaries, only \$11M, (14 per cent) are salaries of individuals not covered by existing collective bargaining agreements. Thus, the University's flexibility to reduce expenses through reductions of salary expenditures is severely limited.

The Board of Trustees has instructed the President that the University must do everything possible to reduce expenditures while preserving essential academic and student development services to students and minimizing tuition and fee increases to protect affordability for students and families.

As part of its expenditure reduction plan, the University has already determined that all non-faculty vacancies will be frozen, subject to review by the President's Cabinet on a case-by-case basis. Some faculty positions have been frozen. Significant cuts in proposed spending for adjunct/overload, released time, part-time and overtime, travel, equipment and other non-salary purchases have already been planned and taken into account in formulating the FY 2007 spending plan.

The University leadership has reached the conclusion that, after consideration of all reasonable expenditure reduction options, and given the constraints of our salary and non-salary budgets, the significant expenditure reductions already planned, the obligation to maintain essential academic

and student development services and the commitment to minimize tuition and fee increases to protect affordability, we can not further reduce expenditures to reach a balanced budget without a reduction in managerial personnel.

The President has therefore asked each divisional Vice-President to consider job functions and the associated managerial positions in their respective divisions that could be eliminated without severely compromising essential academic and student development services. These reductions to an already lean managerial structure are necessary as the result of an unprecedented decrease in fiscal support from the State.

Managerial personnel reductions are predicated solely on these premises, principles and constraints.