



**Stockton University**  
**BOARD OF TRUSTEES MEETING**

**Tuesday, March 4, 2025**

**AGENDA**

The meeting will open to the public at 12:00 p.m. in the Michael Jacobson Board of Trustees Room, Galloway Campus. Immediately following action on the resolution to meet in closed session, members of the public will be asked to leave the meeting.

**The Board will reconvene for the Open Public Meeting at 3:30 p.m. in the Campus Center Event Room on the Galloway Campus.**

Notice of Public Meeting: As required by the Open Public Meetings Act, on November 18, 2024, 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 Valentin, Board Chair**
- 2) **Action Item: Approval of Regular Meeting Minutes of December 4, 2024**
- 3) **Action Item: Resolution to Meet in Closed Session**

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

- 4) **Call to Order and Roll Call to reconvene Open Public Meeting: Board Chair**
- 5) **Chair Report**
- 6) **President's Report: President Bertolino**
- 7) **Committee Reports**
  - a. **Academic Affairs and Planning Committee Report: Trustee Gonsalves, Chair**

**Action Item: Resolutions: Consent Agenda**

- **Certificate Program in Public Policy**
- **Honorary Degree Conferral, Andrew (Tim) Kiniry**

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

**Information Item:** Enrollment Report: **Darren L. Bush, Interim Vice President for Enrollment Management**

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

**Action Item: Resolutions: Consent Agenda**

- [FY25-FY30 Bid Waiver Contracts](#)
- [FY25 Increase in Bid Waiver Contracts](#)

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

- e. Buildings and Grounds Committee Report: **Trustee Lozano, 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-55 Campus Conduct Code](#)
- [I-57 Campus Hearing Boards](#)
- [II-73 Terminal Degree](#)

**13) Action Item: Resolutions: Consent Agenda: President Bertolino**

- [Personnel Actions](#)
- [Reclassification Appeals](#)

**14) New Business**

- a. **Mission Moment:** Michaela Spain & Irvin Moreno-Rodriguez – Holocaust Resource Center

**15) Comments from the Board of Trustees/Public**

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

The next regularly scheduled meeting of the Board will be held at 3:30 p.m. on Wednesday, May 7, 2025, at the Galloway Campus in the Campus Center Event Room.

**Adjournment**

**STOCKTON UNIVERSITY**  
**BOARD OF TRUSTEES MEETING**

**OPEN PUBLIC MINUTES**

**Wednesday, December 4, 2024**

<p><b>Trustees Present</b>  <b>*On Zoom</b></p>	<p>Trustee Nelida Valentin, Chair  Trustee Jose Lozano, Vice Chair*  Trustee Michelle Keates, Secretary  Trustee Raymond Ciccone <b>(Absent)</b>  Trustee Collins Days, Sr.  Trustee Mady Deininger  Trustee Sonia Gonsalves  Trustee Kristi Hanselmann  Trustee Amy Kennedy  Trustee Timothy Lowry  Trustee Stephanie Lutz <b>(Absent)</b>  Trustee Mary Maples*  Trustee Mukesh Roy  Trustee Fotios Tjoumakaris  Trustee Juan Diego Chaparro Villarreal, Student Trustee  Trustee Melanie Chin, Student Trustee  Dr. Joe Bertolino, President, and Ex Officio</p>
<p><b>Call to Order</b></p>	<p>Chair Valentin called the meeting to order at 10:23 a.m.</p>
<p><b>Approval of Open Public Regular Meeting Minutes of September 11, 2024</b></p>	<p>Upon a motion duly made by Trustee Lowry and seconded by Trustee Lozano the Board voted to approve the minutes of the September 11, 2024, Board of Trustees Open Public Meeting.</p>
<p><b>Resolution to Meet in Closed Session</b></p>	<p>Upon a motion duly made by Trustee Lowry and seconded by Trustee Roy, the Board voted to meet in closed session at 10:57 a.m.</p>
<p><b>Reconvene of Open Public Meeting</b></p>	<p>Trustee Valentin reconvened the Open Public Meeting at 4:17 p.m.</p>
<p><b>Chair's Remarks</b></p>	<p>Chair Valentin called the meeting to order with a roll call and asked President Bertolino and former Trustee Mr. Stan Ellis to join her at the podium where Mr. Ellis was recognized for his service to the institution. He served as a Stockton University Trustee for 20 years, sat on every subcommittee, and served as Board Chair. He was presented with a commemorative plaque and framed photo collage. Mr. Ellis expressed his gratitude to President Bertolino, Chair Valentin, and the rest of the Board of Trustees, for his time as a Trustee for the institution.</p>

	<p>Following the recognition of former Trustee Ellis. The Chair began her report by welcoming members of the Board of Directors of the University Foundation who were in attendance and thanked them for their contributions. She asked the Foundation Board members, including Chair Brigid Callahan Harrison to stand and be recognized. Chair Valentin acknowledged the end of the Fall semester and expressed gratitude to the faculty, staff, and students for their hard work. She highlighted the engagement of her fellow Trustees in their recent attendance at campus events including President Joe’s Fall State of the University address.</p>
<p><b>President’s Report</b></p>	<p>President Bertolino began his report by encouraging the audience to give another round of applause to former Trustee Ellis. He thanked him for his enduring commitment to the Institution and the warm welcome he provided to him and Dr. Sass upon their arrival to Stockton.</p> <p>President Bertolino continued his report by thanking the Student Ambassadors who assisted with the Board Meeting and the student musicians. He went on to provide a comprehensive update on various university activities and achievements. He highlighted the vibrant fall semester, noting the significant number of events and dynamic recruitment activities. President Bertolino expressed joy in seeing students return and engage actively throughout the semester. He mentioned the Discover Stockton Day Open House in October, which attracted nearly 2,000 prospective students and their families. He also discussed the annual Latino Visitation Day, which brought hundreds of Hispanic and Latino high schoolers to campus. Additionally, President Bertolino recognized the determination and perseverance of First Gen students during National First Gen Week. He also congratulated Chair Valentin and Trustee Lozano for their recent honors with the EWNJ Salute to Policy Makers and 2024 Champion of the C-suite by ROI New Jersey and thanked the Foundation Board for their exceptional work in supporting student scholarships.</p> <p>President Bertolino concluded by recognizing the Honors College’s designation as a Partner in Peace Institution by the Nobel Peace Center and acknowledging first-year nursing student Cooper Lysinger for his bravery in rescuing two fishermen who had been knocked off a jetty by a wave.</p>
<p><b>Information Item: Special Recognition of former Trustee Stan Ellis</b></p>	<p>At the start of the Board meeting, Chair Valentin recognized former Trustee Mr. Stan Ellis for his 20-year service to the University as a Trustee.</p>
<p><b>Academic Affairs &amp; Planning Committee Report</b></p>	<p>Chair Valentin called upon Committee Chair Trustee Gonsalves to provide the Academic Affairs and Planning Committee Report.</p> <p>The committee met on December 3, 2024, and approved the minutes of the September 11<sup>th</sup> meeting.</p>

	<p>Trustee Gonsalves presented a resolution for the proposed Academic Year calendars for Summer 2025, Fall 2025, 2026, Winter 2026, Spring 2026, and 2027.</p> <p><b>The board unanimously approved the resolution upon a motion made by Trustee Lowry and seconded by Trustee Deininger</b></p> <p>Trustee Gonsalves continued by sharing that Provost Palladino updated the committee on the strategic priority of improving campus culture with his steps to strengthen faculty and staff professional development. He announced the recent appointments of Dr. Gerry Lorentz, Associate Provost for Academic Affairs, and Dr. Tracey Meilander, Associate Provost for Curriculum and Compliance. The committee discussed the recent partnership with Atlantic County Institute of Technology and the Master of Education Program and the agreements with Ocean County College for their Business and Social Work students. The recent success of the Winter Term and the Summer Live Learn Live Work Learn program. The students in attendance shared their summer experiences, highlighting their work with the NJEDA Wind Institute and their study abroad experiences in Ghana and Italy.</p>
<p><b>Student Success Committee Report</b></p>	<p>Committee Chair Trustee Hanselmann remarked that the Student Success committee meeting had a dynamic discussion about Student Success and the overall Student Experience at Stockton.</p> <p>The committee discussed the Ospreys Navigate system, which continues to be implemented with university-wide training, the Residential Life Strategic Plan, and the First Year Experience program. Trustee Hanselmann concluded her report by recognizing the latest group of students to receive the Board of Trustees Fellowship for Distinguished Students, Nicole Brown, Ashley Truesdell, and Corinne Westenberger.</p>
<p><b>Finance and Professional Services Committee Report</b></p>	<p>Committee Chair Trustee Lowry initiated his report by providing a brief overview of the items discussed in the Finance and Professional Services Committee, including four resolutions to be presented to the Board for approval.</p> <p>Trustee Lowry presented the following resolutions by Consent Agenda:</p> <ul style="list-style-type: none"> <li>• Summer Session 2025 Tuition and Fees Discount</li> <li>• FY25 Managerial Cost-of-Living Increase</li> <li>• FY25-FY26 Bid Waiver Contracts: <ul style="list-style-type: none"> <li>- Team First Solutions LLC (1-Year Waiver, \$160,000)</li> <li>- Bank of America, NA (2-Year Waiver, no cost)</li> </ul> </li> <li>• FY25-FY26 Increase in Bid Waiver Contract: <ul style="list-style-type: none"> <li>- National Library Relocations, Inc. (FY25-FY26, additional amount requested \$146,770)</li> </ul> </li> </ul> <p><b>The board unanimously approved the resolutions upon a motion made by Trustee Days and seconded by Trustee Roy.</b></p>

	Trustee Lowry concluded his report by sharing that the committee reviewed FY25 finances, the FY26 State Budget Request, and the Outcomes-Based Allocation three-year review initiative.
<b>Audit Committee Report</b>	<p>Committee Vice-Chair Trustee Jose Lozano reported that the Audit Committee met with the external and internal auditors on November 19, 2024.</p> <p>Grant Thornton provided an update on the FY24 Financial Statement and Uniform Guidance audits. The audits are complete. The University’s financial statements will be issued as final in early December and will include a clean or unmodified audit opinion. No misstatements and no internal control deficiencies were noted.</p> <p>Baker Tilly shared the status of the internal audit follow-up and the preliminary results of the Information Technology Financial System Access Controls audit. Vice President for Information Technology Services &amp; CIO, Scott Huston and Information Security Officer, Demetrios Roubos provided a Cybersecurity update. They shared threat mitigation strategies, cybersecurity awareness month activities, and the status of two important initiatives: 1) alumni and inactive student account termination and 2) duo multi-factor authentication student rollout.</p> <p>Trustee Lozano concluded his report by presenting the resolution for the Audit Committee Charter.</p> <p><b>The board unanimously approved the resolution upon a motion made by Trustee Lowry and seconded by Trustee Tjoumakaris.</b></p>
<b>Buildings and Grounds Committee Report</b>	<p>Committee Chair Trustee Lozano discussed the updates provided to the committee by Mr. Donald Hudson, Senior Vice President for Facilities and Operations.</p> <p>Mr. Hudson informed the committee that the New Library Commons project, which is underway, is set to be completed in Fall 2026. The committee also discussed the current deferred maintenance projects and had preliminary conversations surrounding the internal Capital Budget for FY26.</p> <p>Trustee Lozano concluded his report by sharing that the missions and responsibilities, which are part of the committee charter was finalized.</p>
<b>Advancement Committee Report</b>	Committee Chair Trustee Collins Days reported that the Advancement Committee did not meet but will provide a year-end review to the board at the March 4, 2025, Board meeting.
<b>Investment Committee Report</b>	Committee Chair Trustee Michelle Keates reported that the Investment Committee met on November 13, 2024, with advisors Wells Fargo and Windmark to review the investment performance through September 30 <sup>th</sup> .

	<p>The University’s total portfolio balance as of September 30<sup>th</sup> was \$124,449,049. For the three months ending September 30<sup>th</sup>, the University had a gain on investments of \$5,544,312. Wells Fargo’s return for the three months was 4.49% and Windmark’s return was 4.72%.</p> <p>Trustee Keates concluded her report by sharing that both Advisors reported that investment objectives and asset allocations were within the guidelines set forth in the University’s Investment Policy Statement.</p>
<b>University Policies</b>	President Bertolino stated that there were no policies to present for first reading or second reading.
<b>Personnel Actions Resolution</b>	<p>President Bertolino presented the Board with the Personnel Actions Resolution.</p> <p><b>The Personnel Actions Resolution was unanimously adopted by the board upon a motion made by Trustee Lowry and seconded by Trustee Keates.</b></p>
<b>New Business: Mission Moment &amp; EAB “State of the Sector” Presentation</b>	<p>President Joe introduced the Mission Moment featuring Student Trustee Juan Chaparro. Trustee Chaparro gave a moving presentation centered around his own experience as a Stockton student post-pandemic and shared the sentiments of many of his fellow classmates. He applauded President Joe, Dr. Sass, Provost Palladino, Dr. Latham, and many other staff members who are truly making a difference in the lives of Stockton students.</p> <p>President Joe thanked Trustee Chaparro for his inspiring message and Introduced Hersh Steinberg and Vashae Dixon, from EAB, a consulting firm specializing in Higher Education research, recruitment, and retention strategies to provide a presentation entitled “<i>Reckoning with Relevance Higher Ed State of the Sector.</i>” The key items discussed in the presentation were Public Perception of the Value of Higher Education, Enrollment and Demographics, Sustainable Business Models, Student Readiness and Well-Being, The Hybrid Campus, Artificial Intelligence, Enrollment Trends, and Strategies for Addressing Enrollment Challenges. Their presentation concluded with a call to action for institutions to adapt to the changing landscape of Higher Education, which involves making strategic decisions to address immediate challenges and prepare for long-term threats.</p>
<b>Board Comments and Comments from the Public</b>	<p>Provost Palladino applauded the Faculty members who received Promotion and Tenure as listed and approved on the Personnel Resolution. He asked any Faculty present to stand and be recognized.</p> <p>Faculty Senate President and Associate Professor Mike Law also echoed the Provost’s sentiments and congratulated his fellow Faculty colleagues on their promotion and tenure.</p>

	<p>A staff member posed a question regarding the Cost-of-Living resolution passed for Managerial Employees and how it compares to contracted union increases. Senior Vice President for Administration &amp; Finance and Chief Financial Officer Jennifer Potter answered the question and provided additional clarification.</p> <p>Final public remarks were made by Professor of Music, Dr. Beverly Vaughn, who reminded everyone about the upcoming 40<sup>th</sup> Anniversary performance of Messiah on December 8, 2024, at the Borgata Hotel &amp; Casino. She extended a personal invitation to the Board of Trustees and Foundation Board of Directors.</p>
<p><b>Next Regularly Scheduled Meeting</b></p>	<p>The next regularly scheduled Board of Trustees meeting will be held on Tuesday, March 4, 2025, at 3:30 p.m. in the Campus Center Event Room on the Galloway Campus. Followed by the Annual Tuition Hearing at 4:30 PM.</p>
<p><b>Adjournment</b></p>	<p><b>Trustee Valentin thanked everyone for their attendance and extended best wishes for a Happy and Healthy Holiday season.</b></p> <p><b>Upon a motion duly made by Trustee Lowry and seconded by Trustee Deininger, the Board voted to adjourn the meeting at 6:05 p.m.</b></p>

Approved by the Board of Trustees on March 4, 2025



**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, public safety matters, including recommendations of the President contained in the Personnel Resolution, and other matters permitted under subsection 7(b) of the Act; 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 3:30 p.m.

March 4, 2025

**STOCKTON UNIVERSITY  
BOARD OF TRUSTEES**

**RESOLUTION**

**TO OFFER A CERTIFICATE IN PUBLIC POLICY**

- 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 engage in work and actions to solve complex, interdisciplinary problems locally and nationally that require the knowledge and skills in policy analysis from economics and political science combined with disciplinary knowledge in the fields of Sustainability, Environmental Studies, Education, Health, and more. A public policy certificate will prepare students to solve problems in their community, in the state, and at the national level.
- WHEREAS,** the Certificate in Public Policy provides additional experiential learning opportunities for Stockton students through The William J. Hughes Center of Public Policy which researches public policy and economic issues, fosters public discussion, and promotes civic engagement in Southern New Jersey.
- WHEREAS,** the collaboration between Stockton University’s School of Social and Behavioral Sciences and other Schools, the Certificate in Public Policy allows students the opportunity for a unique interdisciplinary learning experience with real-world applications; and
- WHEREAS,** such a program will prepare Stockton graduates with the in-demand skills and experiences that will benefit communities, government, organizations, and employers in the Mid-Atlantic region; and
- WHEREAS,** the shared governance bodies of the University recommend the proposed Certificate in Public Policy 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 Certificate in Public Policy and, subsequent to notifying the Academic Issues Committee and the New Jersey Presidents’ Council, take all necessary steps to implement the academic offering.

March 4, 2025

**STOCKTON UNIVERSITY  
BOARD OF TRUSTEES**

**RESOLUTION**

**CONFERRAL OF HONORARY DEGREE**

- WHEREAS,** Stockton University reviews candidates for honorary degrees; and
- WHEREAS,** honorary degree recipients must have achieved exemplary status in one or more of the following areas: significant contributions to Stockton University, to the State of New Jersey, and/or to the United States and exceptional accomplishments in scholarship, research, and/or public service; and
- WHEREAS,** the Honorary Degree Committee review the qualifications of Andrew (Tim) Kiniry, WWII Veteran, and Humanitarian, for this honor; and they have made recommendations to the President of Stockton University; and
- WHEREAS,** Mr. Kiniry exemplifies a commitment to public service through his time served in the military as a medic in the 45<sup>th</sup> Evacuation Hospital during the Battle of the Bulge; additionally providing medical care to surviving victims of the Buchenwald concentration camp; as well as inclusion in our academic community speaking with students in our Holocaust and Genocide Studies programs; and
- WHEREAS,** the President of Stockton University has determined that Mr. Kiniry's record of excellence to Stockton University, the State of New Jersey, and the United States meets the criteria for nomination to receive an honorary degree; and
- WHEREAS,** the President of Stockton University recommends to the Board of Trustees that Andrew (Tim) Kiniry receive an honorary degree at the University's Commencement on Friday, May 16, 2025; therefore, be it
- RESOLVED,** that the Board of Trustees of Stockton University accepts the recommendation of the President and hereby authorizes the conferral of the Doctor of Public Service, *honoris causa*, degree upon Andrew (Tim) Kiniry, at the University's Commencement on Friday, May 16, 2025.

March 4, 2025

**STOCKTON UNIVERSITY  
BOARD OF TRUSTEES**

**RESOLUTION**

**FY25-FY30 BID WAIVER CONTRACTS**

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

**Vendors & Categories**

**FY and Amount**

**Original Materials & Supplies**

**EBH 18 LLC dba Hilton East Brunswick (525021)**

**FY25: \$111,435**

This bid waiver provides for a venue for a grant-funded conference, Nurture New Jersey Leadership Summit: Strengthening and Diversifying the Perinatal Workforce. The event requires a conference space large enough to hold 700 attendees and a central location in the State of New Jersey. The venue will provide all audio and visual equipment/support and meals for all attendees. The hotel is appropriate for the event given its size and location and accessibility for the maternal and infant health experts from across the state and country. (Reference: N.J.S.A. 18A:64-56(a)[03]).

**Data Processing Software, Systems, Services, Equipment**

**CollegeNet, Inc. (526001)**

**FY26-FY30: \$254,000**

This bid waiver is for the annual maintenance of CollegeNet's Series25 Scheduling Solution. The Series25 solution includes the following server modules: 25Live (test and production) for managing classes, events, spaces, and resources; Schedule25 for classroom scheduling; X25 for reporting; and an additional interface for direct communication with Banner, the University's Enterprise Resource Planning software system. CollegeNet is the sole provider of maintenance, support, and upgrades for this software. (Reference: N.J.S.A. 18A:64-56(a)[19]).

March 04, 2025

**STOCKTON UNIVERSITY  
BOARD OF TRUSTEES**

**RESOLUTION**

**FY25 INCREASE IN BID WAIVER CONTRACTS**

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

**Vendors & Categories**

**Personnel Recruitment and Advertising**

**FY and Amount**

**Suasion Communication Group (523013)**

**Additional Amount Requested FY25: \$170,000**  
**Previously Approved Contract Amount FY23-FY25: 360,000**  
**New Recommended Contract Total FY23-FY25: \$530,000**

This bid waiver increase is due to increased digital and paid social advertising spend in FY25 for a new spring awareness campaign using Google AdWords and paid Facebook/Instagram advertising as well as network television commercials. This advertising campaign's goal is to reintroduce Stockton University to the state and region and make Stockton a household name. (Reference: N.J.S.A. 18A:64-56(a)[20]).

**Bids Not Received/Rejected on Two Occasions**

**FY and Amount**

**Command Company, Inc. (525016)**

**Additional Amount Requested FY25: \$ 59,000**  
**Previously Approved Contract Amount FY25: 1,282,233**  
**New Recommended Contract Total FY25: \$1,341,233**

This bid waiver increase is for two storage sheds and a security fence. The storage sheds will house materials such as water treatment chemicals, tools necessary for the day-to-day operation of the water tank and the treatment plant, and equipment such as backup valves, miscellaneous fittings, and pipe. The existing storage sheds are damaged and currently sit within the footprint of the new tank. The security fence is now a requirement of the Pinelands Commission to restrict development encroachment into the protected land. (Reference: N.J.S.A. 18A:64-56(c)).

March 4, 2025



**TO:** Joe Bertolino, President  
**FROM:** Terricita Sass, Executive Vice President and Chief of Staff  
**DATE:** March 4, 2025  
**SUBJECT:** Recommendation to Revise/Delete University Policy

I am requesting a revision of the following policy as recommended by policy administrators:

- I-55 Campus Conduct Code
- I-57 Campus Hearing Boards
- II-73 Terminal Degree

I recommend that the Board of Trustees conduct a First Reading of the policy at the March 4, 2025, meeting, followed by approval of the recommendation for a Second Reading and a vote on the policies at the May 7, 2025, meeting of the Board.

**Policy I-55: Campus Conduct Code  
Summary of Key Changes**

The Policy has been updated as follows:

- Discrimination
- Bullying/Cyberbullying
- Hazing
- Adjudication

# STOCKTON UNIVERSITY



## POLICY

### Campus Conduct Code

Policy Administrator: Executive Vice President and Chief of Staff  
Authority: N.J.S.A. 18A: 64-6; N.J.S.A. 2C:40-3; 20 USC §1092  
Effective Date: January 29, 1975; February 16, 2011; May 2, 2018; September 23, 2020\*, TBD  
Index Cross-References: III-148 Prohibition of Weapons  
Policy File Number: I-55  
Approved By: Board of Trustees

#### POLICY:

- A. **Rights.** Stockton University recognizes members of the University community as full-fledged citizens bearing the rights and responsibilities of all other members of American society. In support of the University's mission, these basic rights include freedom to learn, freedom of speech, peaceful assembly, association, and/or protest, and also freedom from personal force, violence, abuse, or threats of the same.

As citizens, members of the campus community also have the right to their individual behavior, as long as it supports the University's educational mission and does not violate laws, cause material and substantial disruption to University operations, or interfere with the rights of others or the educational process. The University is not a sanctuary from the law, and the University does not stand *in loco parentis*.

- B. **Campus Conduct Code, Civil Law, and Civil Authorities.** The University is dedicated to the dissemination of knowledge, the pursuit of truth, the development of students, and the advancement of the general well-being of society. The information and Code of Conduct statements enumerated in this Policy contain essential principles that promote civil and respectful behavior that are fundamental to a realization of these goals. These principles are expressed through five values: integrity, community, social justice, respect, and responsibility. It is the responsibility of all Stockton community members to know the Code of Conduct, uphold the values, and refrain from prohibited conduct.

The following code statements govern the conduct of all administrators, faculty, staff, other employees, students, and all visitors, guests, and licensees and invitees while such persons are on the University campus or in University- owned or University-controlled facilities. Off-campus conduct and social media activity also may be subject to this Policy.



The prohibited behaviors described below compromise and negatively impact the University community and are contrary to the University's stated values. These Code statements shall not preclude enforcement of applicable federal, state, and local laws or ordinances. All persons who violate any law are subject to prosecution in federal, state, and municipal tribunals.

**C. Value Statement and Associated Prohibited Conduct:**

1. *Integrity*: University community members exemplify honesty, honor, and respect for the truth in all of their dealings. Behaviors that violate this value include but are not limited to:
  - a) Dishonesty: Cheating, plagiarism, or knowingly furnishing or possessing false, falsified, or forged materials, documents, accounts, records, identification, or the provision of such information to any University administrator, staff, or faculty.
  - b) Falsification: Forgery, alteration, or misuse of University documents, records, identification cards, other official University electronic files, the University's computerized systems, or other equipment.
  - c) Theft/Property Damage: Intentional and unauthorized taking of property, obtaining property under false pretenses, knowingly possessing, keeping, or receiving stolen property, or destroying or damaging, or threatening to destroy or damage property, or defacing state-owned or state-controlled property.
  - d) Unauthorized Access: Unauthorized access into and/or use of University facilities/equipment such as the library, galleries, classrooms, athletic facilities and equipment, electronic equipment (e.g., television/video equipment, computer software or hardware), and files (physical or electronic).
  - e) Collusion: Inciting, inducing, or aiding and abetting others to engage in any conduct or to perform acts prohibited by the Code of Conduct.
2. *Community*: University members build and enhance their community. Behaviors that violate this value include but are not limited to:
  - a) Disruptive behavior: Obstruction or substantial disruption of University activities or operations such as teaching, research, administration, disciplinary procedures, public service functions, or other authorized non-University activities which occur on University premises.
  - b) Weapons: Possession or use of a firearm, explosive, chemical, or other dangerous weapon, facsimile weapon, or use of an object as a weapon, in contravention of federal, state or local laws, or University

policies and procedures. Additional information pertaining to weapons on campus can be found within Policy III-148 Prohibition of Weapons.

- c) Unauthorized use: Unauthorized use or misuse of the University's name, logos and trademarks, finances, official signature, materials, and supplies (including stationery bearing the University's letterhead) or facilities (including computer facilities) or state owned or state-controlled property, for commercial, personal, or political purposes.
  - d) Tobacco: Smoking or tobacco use in any area of campus where smoking or tobacco use is prohibited. Smoking is defined as "the burning of, inhaling from, exhaling the smoke from, or the possession of a lighted cigar, cigarette, pipe or any other matter or substance which contains tobacco or any other matter that can be smoked, or the inhaling or exhaling of smoke or vapor from an electronic smoking device."
3. *Social Justice*: University members recognize that respecting the dignity of every person is essential to create and to sustain a flourishing environment. They understand and appreciate how their decisions and actions impact others and are just and equitable in their treatment of all members of the community. Behaviors that violate this value include but are not limited to:
- Discrimination: Conduct that prevents or excludes a member of the institution from engaging in educational programs and activities solely on the basis of the member's protected class status as outlined in the University's non-discrimination policies – Policy VI-28, Policy I-120, Procedure 6940, and Procedure 6941 – or other characteristics protected by law.
  - Harassment: Unwelcome conduct, whether a single act or a series of acts, based on or motivated by actual or perceived sex, gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, sexual orientation, or other protected status that unreasonably interferes with, or denies the ability to participate in, or benefit from the University's educational or employment programs or activities.
  - Hostile environment: Severe, pervasive, persistent, and objectively offensive conduct that creates an intimidating or offensive environment or other adverse setting that limits, unreasonably interferes with, or denies the ability to participate in, or benefit from the University's educational or employment program or activities.
- b) Retaliation: Intentional or materially adverse action against an individual who has made a report or complaint, testified, assisted, or participated or refused to participate in an investigation, proceeding, or hearing by any University student or employee. This does not apply to sanctions for failure to cooperate in an investigation.
4. *Respect*: University members show positive regard for each other and for the

community. Behaviors that violate this value include but are not limited to:

- a) Harm: Action that intentionally or recklessly causes or threatens bodily harm, presents imminent danger, or endangers the health or safety of any person.
- b) Bullying and Cyberbullying: Repeated and severe aggressive conduct that intimidates or intentionally harms another person (see 4.a), that causes disruption in, and interferes with, the orderly operation of the University; or infringes on the rights of a student or employee by interfering with the individual's education or employment opportunities or by severely or pervasively causing harm, and is not protected by law.
- c) Hazing: Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate that (i) endangers the mental or physical health or safety of a student, (ii) destroys or removes public or private property, (iii) is connected with an initiation or admission into, an affiliation with, or the maintenance of membership in or as a condition for continued membership in a student group or organization, or causes or creates a risk, above the reasonable risk encountered in the course of participation in the University (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including. Hazing includes, but is not limited to, (A) whipping, beating, striking, electronic shocking, placing of harmful substance on someone's body, or similar activity; (B) causing, coercing, or otherwise inducing sleep deprivation, exposure to elements, confinement in a small space, extreme calisthenics, or other similar activity; (C) causing, coercing, or otherwise inducing another person to consume, food, liquid, alcohol, drugs, or other substances; (D) causing, coercing, or otherwise inducing another person to perform sexual acts; (E) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct; (F) any activity against another person that includes a criminal violation of federal, state, or local law or University policies or procedures; and (G) any activity that induces, cause or requires another person to perform a duty or task that involves a criminal violation of federal, state or local law or University policies or procedures. The expressed or implied consent of a person is not a defense to any hazing activity.
- d) Sexual Misconduct: As defined in Title IX, includes, but is not limited to, sexual harassment; sexual assault to include rape, fondling, incest, statutory rape; dating or domestic violence; stalking; and gender-based harassment, as consistent with applicable state and federal laws and regulations.
- e) Indecency or Obscenity: Disruptive, lewd, indecent, or obscene

conduct, as defined in applicable state and federal laws and regulations, that occurs on property owned, operated, or controlled by the University, or at a University-sponsored or University-supervised function.

5. *Responsibility:* University community members assume personal responsibility for civil conduct to themselves, to others, and to the community. Behaviors that violate this value include but are not limited to:

- a) Alcohol: Possession, consumption, distribution, or attempted distribution of alcoholic beverages in contravention of federal, state, or local laws regulations, or University policies and procedures or knowingly being present at the time of prohibited conduct.
- b) Drugs: Unauthorized possession, use, misuse, transfer, distribution or attempted distribution of legal drugs, illegal drugs, prescription drugs, controlled dangerous substances, or drug paraphernalia that are prohibited by state or federal laws or knowingly being present at the time of the prohibited conduct. Also prohibited is the use of any legally obtained drug, including alcohol, to the point where such use adversely affects the user's work performance.
- c) Failure to Comply: Refusal to comply with a request, directive, or order from a University official such as campus police officers, members of the University administrative staff or other authorized persons performing their official University duties and responsibilities.
- d) Other Policies: Violations of established policies, procedures, or regulations officially promulgated by the University and/or the State of New Jersey.
- e) Off Campus Behaviors: Off-Campus actions and/or behaviors that violate laws and regulations of federal, state, local agencies, and are directly related to the individual's duties or damage the reputation of the University. Please note that the use of social media off campus or concerning the University is governed by the same laws, policies, rules of conduct, and etiquette that apply to all other activities at or concerning the University. Even activities of a private nature conducted away from the University can subject you to disciplinary action if such activities reflect poorly on the University, violate University policies or procedures or interfere with the conduct of University business.

When there is an imminent danger to persons or property or when the University's resources are not adequate to sustain normal operations, the University President may request assistance from civil law enforcement officers.

Off-campus law enforcement officers have legal access to the

campus at all times. When federal, state, or local law enforcement officers have reason to believe the law is being violated on the campus, they may take appropriate action, with valid warrants if necessary, to enforce the law.

- D. **Compliance with Laws.** Members of the University community including administrators, faculty, staff, other employees, students, visitors, guests, licensees, and invitees must comply with University policies and procedures and applicable local, state, and federal laws and regulations governing conduct at educational institutions. Questions related to the interpretation or applicability of a policy must be directed to the policy’s administrator. Unresolved questions and/or interpretation of laws and regulations should be directed to the Office of General Counsel.
  
- E. **Code of Conduct Adjudication.** For students, Procedures 1032 , and Procedures 6940 and 6941 outline the administrative processes for adjudicating student Code of Conduct violations. For employees, refer to N.J.A.C. 4A:2-2.2 to 3.7, N.J.A.C. 18A:6-18, and Collective Bargaining Agreements, as applicable.

Review History:

	Date
Policy Administrator	10/28/2024
Divisional Executive	11/26/2024
General Counsel	02/07/2025
Senior Leadership Team	02/20/2025
President	02/20/2025
Board of Trustees	

**Policy I-57: Campus Hearing Boards  
Summary of Key Changes**

The Policy has been updated as follows:

- Removed section I related to Employee Campus Hearing Boards

# STOCKTON UNIVERSITY



## POLICY

### Campus Hearing Board

Policy Administrators: Vice President, Student Affairs; Executive Vice President and Chief of Staff

Authority: N.J.S.A. 18A: 64-8

Effective Date: January 29, 1975; February 16, 2011; July 14, 2021; TBD

Index Cross-References: Procedure 1032: Campus Hearing Board – Students;

Policy File Number: I-57

Approved By: Board of Trustees

#### I. STUDENTS

The Office of Student Conduct may recommend to the Dean of Students that an alleged student violation of the Campus Conduct Code be assigned to a Student Campus Hearing Board Panel for resolution. Types of Student Campus Hearing Board Panels include:

- A. Student Hearing Panel: adjudicates cases that involve general alleged violations of University policy or procedure, such as disorderly conduct, alcohol/drug violations, theft, and unauthorized entry.
- B. Administrative Hearing Panel: adjudicates cases:
  - That occur during interim periods when Student Campus Hearing Board panelists are not readily available.
  - With unique circumstances surrounding a serious alleged violation of the Campus Conduct Code.
  - Examples include:
    - The timing of the filing of a complaint (e.g., near the end of the semester or during the semester breaks when students, faculty and/or staff may not be available to ensure the speedy resolution of a complaint).
    - Complaints involving sensitive medical or health related information, and/or serious alleged violations that may result in the imposition of an interim suspension, suspension or expulsion.
- C. Special Administrative Hearing Panel: appointed at the discretion of the Dean of Students or designee to expedite adjudication of student disciplinary cases if an interim suspension has been issued.

For additional information regarding Student Campus Hearing Board Panels, refer to Procedure 1032.

Review History:

	Date
Policy Administrator	10/31/2024
Divisional Executive	11/26/2024
General Counsel	12/18/2024
Senior Leadership	01/16/2025
President	01/22/2025
Board of Trustees	



<p style="text-align: center;"><b>Policy II-73: Terminal Degree Equivalency for Appointment to the Faculty Summary of Key Changes</b></p>
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The Policy has been updated as follows:

- Changed the policy name;
- Minor language adjustments.

# STOCKTON UNIVERSITY



## POLICY

### Terminal Degree Equivalency for Appointment to the Faculty

Policy Administrator: Provost and Vice President for Academic Affairs  
 Authority: N.J.S.A. 18A:64-6; N.J.A.C. 9A:1-1.8; N.J.A.C. 9A:1-3.2  
 Effective Date: December 15, 1975; February 19, 2014; TBD  
 Index Cross-References: Procedure 2060 – Terminal Degree Equivalency for Appointment to the Faculty  
 Policy File Number: II-73  
 Approved By: Board of Trustees

#### POLICY:

Possession of an earned doctorate or other recognized terminal degree is normally required for appointment/promotion to a tenure track or tenured faculty position. The conditions under which equivalent qualifications other than the doctorate will be accepted as a substitute for a terminal degree are defined in Procedure 2060 entitled “Terminal Degree Equivalency for Appointment to the Faculty”.

#### Review History:

	Date
Procedure Administrator	09/19/2022
Faculty Senate	11/15/2024
AA Council	01/14/2025
AA Leadership	01/29/2025
Divisional Executive	02/03/2025
General Counsel	02/05/2025
Senior Leadership Team	02/20/2025
President	02/20/2025
Board Of Trustees	

# STOCKTON UNIVERSITY

Board of Trustees

MARCH 4, 2025

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  
MARCH 4, 2025**

**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	Notes
Bickley, Craig	Chief Officer of Human Resources	AF	3/10/25	\$202,800	
Boone, Michael	Teaching Specialist, Business Administration, Hemp & Cannabis Management	AA	1/30/25-6/30/26	\$67,551	Preauthorized 12/10/24
Crivaro, Nicholas	Assistant Director of Advancement Services	UA	1/13/24-6/30/25	\$77,716	Preauthorized 12/12/24
Haggerty, Zan	Assistant Professor of Social Work	AA	9/1/25-6/30/26	\$80,436	
Hinman, Michael	Teaching Specialist, Education	AA	1/30/25-6/30/25	\$58,603	Preauthorized 1/31/25
Ko, Mee Na	Visiting Teaching Specialist for Digital Studies	AA	1/30/25-6/30/25	\$74,447	Preauthorized 1/15/25

McCarthy, Marsha	Teaching Specialist, Business Administration, Management	AA	1/30/25-6/30/26	\$67,551	Preauthorized 12/10/24
Perrotti, Thomas	Undergraduate Admissions EOF Recruiter/Counselor	EM	12/16/24-6/30/25	\$64,613	Preauthorized 12/3/24

**FACULTY YR 2, NTTP, PT, LIBRARY**

Name	Title	Division	Effective Dates	Salary	Notes
Aarons, Jennifer	Assistant Professor of Hospitality, Tourism, Event Management and Esports	AA	9/1/25-6/30/27	\$83,788	
Al-Daqa, Daniel	Teaching Specialist, Critical Thinking & First Year Studies	AA	9/1/25-6/30/26	\$68,923	
Arcaini, Alexandria	Teaching Specialist, Nursing	AA	7/1/25-6/30/26	\$97,003	
Austin, Anthony	Teaching Specialist, Health Sciences	AA	9/1/25-6/30/26	\$79,038	
Cantoni, Nicole	Assistant Professor of Social Work	AA	9/1/25-6/30/27	\$83,788	
Coffey, Kevin	Teaching Specialist, Biology	AA	9/1/25-6/30/26	\$82,703	
Dineen, William	Teaching Specialist, Criminal Justice	AA	9/1/25-6/30/26	\$71,679	
Dukes, Jeffrey	Teaching Specialist, Physics	AA	7/1/25-6/30/26	\$76,610	
Giunta, Joseph	Visiting Assistant Professor of Education and Human Development	AA	9/1/25-6/30/27	\$66,874	

Goyer, Alysia	Assistant Professor of Mathematics and First Year Studies	AA	9/1/25-6/30/27	\$83,788	
Grasso, Dana	Teaching Specialist, Education	AA	9/1/25-6/30/26	\$71,679	
Hetou, Ghaidaa	Teaching Specialist, Political Science	AA	9/1/25-6/30/26	\$80,436	
Hussein, Mariam	Teaching Specialist, Math & First Year Studies	AA	9/1/25-6/30/28	\$82,703	
Kafonek, Katherine	Assistant Professor of Criminal Justice	AA	9/1/25-6/30/27	\$83,788	
Keough, Shannon	Teaching Specialist, Mathematics	AA	9/1/25-6/30/28	\$79,947	
Kirk, Lauren	Teaching Specialist, Nursing	AA	7/1/25-6/30/26	\$104,767	
Kurtz, Donna	Teaching Specialist, Nursing	AA	7/1/25-6/30/26	\$89,239	
Mahadeo, Vashti	Teaching Specialist, Environmental Science	AA	9/1/25-6/30/26	\$68,923	
Maslanik, Kelly	Clinical Specialist, Communication Sciences & Disorders	AA	7/1/25-6/30/26	\$100,885	
Massey, Meredith	Teaching Specialist, Education	AA	7/1/25-6/30/26	\$82,999	
McCarthy, Traci	Assistant Professor of Exercise Science	AA	9/1/25-6/30/27	\$92,367	
McKnight, William	Teaching Specialist, Criminal Justice	AA	9/1/25-6/30/28	\$79,947	

O'Hanlon-Keys, Erin	Teaching Specialist, Education and Human Development	AA	9/1/25-6/30/26	\$69,915	
Pullman-Bernstein, Susan	Clinical Specialist, Occupational Therapy	AA	7/1/25-6/30/26	\$116,413	
Putty White, Lauren	Teaching Specialist, Performing Arts, Dance	AA	9/1/25-6/30/26	\$71,679	
Radpour, Siavash	Assistant Professor of Economics	AA	9/1/25-6/30/27	\$92,367	
Riehl, Cheyenne	Student Success Librarian/Instructor in the Library	AA	7/1/25-6/30/27	\$80,941	
Rivera Santiago, Magarita	Teaching Specialist, Critical Thinking & First Year Studies	AA	9/1/25-6/30/26	\$74,435	
Roberts, Chad	Teaching Specialist, Communication Studies, Media Production	AA	9/1/25-6/30/26	\$66,166	
Rosenthal, Toby	Teaching Specialist, Communication Studies, Media Production	AA	7/1/25-6/30/28	\$95,022	
Schuster, Fred	Teaching Specialist, Exercise Science	AA	7/1/25-6/30/26	\$84,461	
Shaak, Steven	Associate Professor of Biology 75%	AA	9/1/25-6/30/27	\$79,446	Promotion from Assistant Professor 75% to Associate Professor 75%
Stanley, Barbara	Teaching Specialist, Criminal Justice	AA	9/1/25-6/30/26	\$71,679	
Stempin, Nancy	Assistant Professor of Accounting	AA	9/1/25-6/30/27	\$99,754	

Sussmeier, Stephanie	Metadata Librarian/Instructor in the Library	AA	7/1/25-6-30/27	\$84,461	
Tartaro, Jennifer	Teaching Specialist, Education and Human Development	AA	9/1/25-6/30/26	\$72,956	
Tian, Pu	Assistant Professor of Computer Science	AA	9/1/25-6/30/27	\$103,448	
Wu, Chengzhang	Assistant Professor of Accounting	AA	9/1/25-6/30/27	\$99,754	
Zessin-Jurek, Lidia	Assistant Professor, Postdoctoral Fellow, Holocaust & Genocide Studies	AA	9/1/25-6/30/27	\$70,380	

**OUT OF CYCLE RECONSIDERATIONS**

Name	Title	Division	Effective Dates	Salary	Notes
Ge, Rui	Discovery/Web Services Librarian II/Assistant Professor in the Library	AA	7/1/25	\$106,948	Reviewed during the December 2024 evaluation cycle

**PROFESSIONAL STAFF YEARS 1, 2, PT, MID-YR HIRES**

Name	Title	Division	Effective Dates	Salary	Notes
Allen, Amanda	Academic Services Specialist	AA	7/1/25-6/30/26	\$89,387	
Ambrose, David	Laboratory Assistant 75%	AA	7/1/25-6/30/26	\$53,759	



Azrumelashvili, Nino	EOF Student Success Coach	SA	7/1/25-6/30/26	\$73,416	
Brown, Breanna	Academic Advisor	AA	7/1/25-6/30/26	\$73,416	
Carver, Seth	Out-of-State Admissions Recruiter	EM	7/1/25-6/30/26	\$69,915	
Coopersmith, Adam	Academic Services Specialist	AA	7/1/25-6/30/26	\$79,805	
Coyne, Taylor	Coordinator of Service Learning	AA	7/1/25-6/30/26	\$70,222	
Feldman, Jeffrey	Coordinator of Social Work (MSW) Practicum Education	AA	7/1/25-6/30/26	\$102,668	
Flynn, Erin	Assistant Director Residential Life Education – Atlantic City	SA	7/1/25-6/30/26	\$72,956	
Freeman, Ethan	Professional Services Specialist 4	AA	7/1/25-6/30/26	\$66,166	13M Grant Funded
Hegarty, Ryan	Research Assistant 75%	AA	7/1/25-6/30/26	\$57,458	13M Grant Funded
Incantalupo, Claire	Head Women’s Cross Country/Track and Field	SA	7/1/25-6/30/26	\$73,416	
Jackson, Bethel	Coordinator for Student Wellness Programs and Operations	SA	7/1/25-6/30/26	\$73,416	
Janson, Fionna	Professional Services Specialists 4, SCOSA 75%	AA	7/1/25-6/30/26	\$43,424	
Kazlauskas, Andrew	Environmental Field Specialist & Data Analyst	AA	7/1/25-6/30/26	\$55,142	

Laird, Abigail	Instructional Designer	AA	7/1/25-6/30/26	\$81,287	
Laurino, Melissa	Animal Care Specialist 75%	AA	7/1/25-6/30/26	\$59,960	
Lill, Christine	Assistant Coordinator of Social Work (BSSW) Practicum Education 50%	AA	9/1/25-6/30/26	\$42,729	
Lombardo, Jaimelyn	Electronic Resources Coordinator	AA	7/1/25-6/30/26	\$82,999	
Maguire, Gina	Senior Operations Specialist 60%	AA	7/1/25-6/30/26	\$57,636	
Mamourian-Corona, Elisabeth	Mental Health Counselor, Counseling and Psychological Services	SA	7/1/25-6/30/26	\$98,389	
Marcus, Steven	Coordinator of Holocaust & Genocide Dual Credit Consortia 75%	AA	9/1/25-6/30/26	\$55,352	
Martinez, Alondra	Assistant Director of GOALS GEAR UP	EM	7/1/25-6/30/26	\$77,084	
Martorano, Jessica	Access & Engagement Coordinator	AA	7/1/25-6/30/26	\$79,805	
Masters, Joseph	Assistant Athletic Trainer 50%	SA	8/16/25-6/16/26	\$39,973	
McCahill, James	GOALS GEAR UP Counselor	EM	7/1/25-6/30/26	\$57,898	
McKee, Brianna	Nursing Clinical Placement Specialist	AA	7/1/25-6/30/26	\$74,435	
Miranda, Willmaria	Tutoring Center Specialist	AA	7/1/25-6/30/26	\$79,805	

O'Connell, Bridget	Professional Services Specialist 4 75%	AA	7/1/25-6/30/26	\$57,893	
O'Keefe, Tara	Addictions Counselor Supervisor	SA	7/1/25-6/30/26	\$89,830	
Oulamane, Saadia	Academic Support and Media Specialist	AA	7/1/25-6/30/26	\$79,805	
Parson, Trinee	Academic Advisor	AA	7/1/25-6/30/26	\$79,805	
Perrotti, Thomas	Undergraduate Admissions EOF Recruiter/Counselor	EM	7/1/25-6/30/26	\$66,874	
Reyes, Alana	Coordinator of Enrollment Technologies	EM	7/1/25-6/30/26	\$76,610	
Robinson, Desiree	Case Management Specialist	SA	7/1/25-6/30/26	\$76,610	
Rodriguez, Rebecca	Assistant Director Holocaust Resource Center	AA	7/1/25-6/30/26	\$66,874	
Roessler, Denise	Head Women's Lacrosse Coach	SA	7/1/25-6/30/26	\$79,805	
Shupp, Kevin	Assistant Director of Residential Life	SA	7/1/25-6/30/26	\$69,915	
Slaza, Michael	Coordinator for Student Success Initiatives	SA	7/1/25-6/30/26	\$73,416	

**STRUCTURAL RECLASSIFICATION**

Name	Title	Division	Effective Dates	Salary	Notes
Berry, Amber	Director Environmental, Health and Safety	FO	1/25/25	\$121,000	Preauthorized 1/15/25

**EQUITY ADJUSTMENT**

Name	Title	Division	Effective Dates	Salary	Notes
Bermudez, Jovina	Associate Director of Financial Aid	EM	12/28/24	\$102,076	Preauthorized 12/20/24

**RETIREMENTS**

Name	Title	Division	Effective Dates	Notes
Borromeo, Venustiano	Technical Director	AA	9/1/25	
Collins-Davies, Michele	Director Stockton University at Manahawkin	AA	3/1/25	
Furgione, David	Instructor of Biology 75%	AA	7/1/25	
Schuster, Fred	Teaching Specialist, Exercise Science	AA	7/1/25	

**RESIGNATIONS**

Name	Title	Division	Effective Dates	Notes
Feng, Yibin	International Student Advisor	AA	2/22/25	
Parrish, Narina	Senior Program Administrator, NJ Child Welfare Training Partnership	AA	7/1/25	
Smith-Morgan, Crystal	Associate Director of Counseling and Psychological Services	SA	3/8/25	
Spector, Lisa	Teaching Specialist Mathematics and First Year Studies	AA	2/1/25	
Yufer, Robert	Director of Procurement & Contracting	AF	2/8/25	



## BACKGROUND STATEMENT

### Craig Bickley

#### I. EDUCATIONAL BACKGROUND

Ed. D. - Administration & Leadership Indiana University of Pennsylvania - Indiana, PA	2022
M.B.A. - Industrial Relations University of Toledo - Toledo, OH	1988
B.B.A. - Human Resources University of Toledo - Toledo, OH	1987

#### II. PROFESSIONAL EXPERIENCE

Interim Chief Human Resources Officer Stockton University - Galloway, NJ	May 2024 - present
Interim Chief Human Resources Officer University of Wisconsin - La Crosse, WI	July 2023 - May 2024
Associate Vice President of Human Resources Indiana University of Pennsylvania - Indiana, PA	Aug 2014 - June 2023
Sr. Executive Director of Human Resources & Labor Providence Public Schools - Providence, RI	Dec 2011 - Aug 2014

#### III. OTHER INFORMATION

Title IX (Investigator/Decision-maker), SUNY Student Conduct Institute, 2023  
 Emergency Management Institute, FEMA, 2023  
 Public Education Leadership Project, Harvard Business School, 2012  
 Ohio School Business Managers License, 2003 (Expired)  
 Baldrige in Education, Jim Shipley & Associates, 2001,2

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Dr. Craig Bickley brings over 30 years of experience in all areas of Human Resources including labor relations, compensation, training, HRIS, performance management, compliance and diversity. Craig's emphasis on management and supervisor training highlights his forward-thinking leadership style that will benefit Stockton greatly. His ability to balance regulatory adherence with practical, employee-focused solutions underscores his value as a leader who can effectively drive institutional success through sound human resource practices.

**RECOMMENDED FOR:**  
 Chief Human Resources Officer



## BACKGROUND STATEMENT

### **Michael Boone**

#### **I. EDUCATIONAL BACKGROUND**

MS, University of Maryland School of Pharmacy Baltimore, MD	2022
MBA, University of Michigan Ann Arbor, MI	1990
BBA, Temple University Philadelphia, PA	1985

#### **II. PROFESSIONAL EXPERIENCE**

Adjunct Professor University of Maryland School of Pharmacy, Baltimore, MD	2023-Present
Adjunct Professor Rowan University, Glassboro, NJ	2022-Present
Adjunct Professor Salem Community College, Carneys Point, NJ	2012-Present
Compliance Coordinator Nova Farms, West Deptford, NJ	2024-Present
VP of Compliance and Research Qredible, Inc., Cherry Hill, NJ	2022-Present

#### **III. OTHER INFORMATION**

Owner/Operator Boone Enterprises and Distribution Systems, Inc.  
Completed ISO 9001 Certification Program March 2003

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Mr. Michael Boone has significant experience teaching at the college level in the field of Hemp and Cannabis as well as industry experience with two different companies in the Hemp and Cannabis field as well as all around management experience with his own company, Boone Enterprises and Distribution Systems. Mr. Boone brings a strong knowledge of the new but expanding Hemp and Cannabis industry as well as an enthusiasm for teaching which makes Mr. Boone an asset not only to the School of Business and the new Hemp and Cannabis Business Management program but also to Stockton University as a whole.

#### **RECOMMENDED FOR:**

Teaching Specialist, Business Administration, Hemp and Cannabis Management



## BACKGROUND STATEMENT

**Nicholas Crivaro**

### **I. EDUCATIONAL BACKGROUND**

EMPA UPENN, Fels Institute of Government, Philadelphia, PA	2024
BASc, English Rutgers University, Camden, NJ	2015

### **II. PROFESSIONAL EXPERIENCE**

Education Manager, Department of Earth & Environmental Science (EESC), University of Pennsylvania, Philadelphia, PA	2019 - 2025
Administrative Coordinator, Nurse Anesthesia Graduate Program (Virtual Health Affiliate), Drexel University, Camden, NJ	2018 - 2019
Research Administrative Assistant, Division of Gastroenterology, University of Pennsylvania/PennMedicine, Philadelphia, PA	2017 - 2018
Assistant to the Apparel Manager, Artcraft Promotional Concepts Moorestown, NJ	2015 - 2016
Human Resources Administrative Assistant/Nursing Recruiter, The NBN Group Cherry Hill, NJ	2014 - 2015

### **III. OTHER INFORMATION**

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Mr. Crivaro brings over eight years of valuable experience in higher education, having worked at two prestigious institutions. He possesses extensive expertise in software and systems. He has demonstrated exceptional adaptability in high-demand roles and has effectively collaborated with faculty, staff, parents, and students. His confident demeanor and enthusiasm for acquiring new skills make him the strongest candidate for this position.

### **RECOMMENDED FOR:**

Assistant Director of Advancement Services





## BACKGROUND STATEMENT

### Zan Haggerty

#### I. EDUCATIONAL BACKGROUND

DSW, Rutgers University, School of Social Work, New Brunswick, New Jersey May 2024

MSW, Rutgers University, School of Social Work, New Brunswick, New Jersey 2017

BA, The George Washington University, Washington, D.C. 2010

#### II. PROFESSIONAL EXPERIENCE

Lecturer, Rutgers University, New Brunswick, NJ Spring 2024-present

Assistant Director, Counseling, ADAP, and Psychiatry (CAPS) of Rutgers-Next Step Program, Rutgers University, New Brunswick 8/22-present

#### III. OTHER INFORMATION

Dr. Zan Haggerty has received awards and fellowships:  
Research 2 Practice Fellow- IIDEA Grant (\$1000) 2023  
Dr. Zaneta Rago-Craft Award Recipient, Center for Social Justice, Education, and LGBTQ Communities  
Conference support, School of Graduate Studies, Rutgers University (\$1,000) 2023

Dr. Zan Haggerty holds a Doctorate in Social Work from Rutgers University. Dr. Haggerty is currently an Assistant Director, Counseling, ADAP and Psychiatry (CAPS) of Rutgers-Next Step Program and also a lecturer at Rutgers University, New Brunswick. Dr. Haggerty has been invited to speak at the University of Maryland and Rutgers University on different topics and has several peer-reviewed publications. They have clinical experience along with teaching, which brings a wealth of knowledge to our Social Work program in the School of Social & Behavioral Sciences.

**RECOMMENDED FOR:**  
Assistant Professor of Social Work



## BACKGROUND STATEMENT

### Michael Hinman

#### I. EDUCATIONAL BACKGROUND

Doctor of Education, Curriculum, Teaching, Learning, and Leadership, Northeastern University, MA	2019
Master of Education, Social and Philosophical Foundations of Education, Graduate School of Education, Rutgers University, NJ	1997
Bachelor of Arts, Philosophy Richard Stockton College of New Jersey, NJ	1990

#### II. PROFESSIONAL EXPERIENCE

Director, Alternate Route to Teaching Stockton University, Galloway, NJ	2015 - Present
Adjunct Professor, Elementary Education Stockton University, Galloway, NJ	2000-2009/2017-Present
Director of Curriculum, Galloway Township Schools Galloway, NJ	2018 - 2022
Supervisor of Curriculum, Instruction & Assessment Galloway Township Schools, Galloway, NJ	2002 - 2018
Instructor, Alternate Route to Teaching Stockton University, Galloway, NJ	2001 - 2017

#### III. OTHER INFORMATION

Certifications: NJ Elementary Teacher, HQT ELA, SS, & Math; NJ Supervisor; NJ Principal/Director; ETTC Trainer; Member of New Jersey State Program Approval Council (SPAC).

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Dr. Hinman's extensive experience as a teacher, supervisor, curriculum director, and adjunct instructor in higher education makes him an ideal candidate for the position in this rapidly growing alternate route program. He will be a valuable addition to the Master of Education faculty.

**RECOMMENDED FOR:**  
Teaching Specialist, Education



## BACKGROUND STATEMENT

### **Mee Na Ko**

#### **I. EDUCATIONAL BACKGROUND**

MPS Interactive Telecommunications, New York University, Brooklyn NY 2022

BFA Sculpture and Extended Media, Virginia Commonwealth University, Richmond, VA 2019

#### **II. PROFESSIONAL EXPERIENCE**

Guest Speaker, School of Visual Arts, Manhattan, NY 2024

2D Digital Assesst Design, Parsons The New School, Manhattan, NY 2023

Gameboy Curriculum Designer, The Dalton School, Manhattan, NY 2023

Guest Speaker, School of Visual Arts, Manhattan, NY 2023

Pixel Art Workshop, Virtual Creative Code Fest, Remote 2022

#### **III. OTHER INFORMATION**

Meena Ko is a cutting edge professional when it comes to Digital Studies - specifically in game creation and curriculum, serving as both artist and game designer.

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With her strong educational and hands-on experience, Meena Ko will bring a wealth of knowledge and programming to Stockton students in the Digital Studies program. Their experience teaching, and working as hands-on gamer/creator will lend itself to our students.

#### **RECOMMENDED FOR:**

Visiting Teaching Specialist for Digital Studies



## BACKGROUND STATEMENT

### Marsha McCarthy

#### I. EDUCATIONAL BACKGROUND

DBA, Thomas Edison State University Trenton, NJ	2024
MBA, Monmouth University West Long Branch, NJ	2004
BA, Stockton University Galloway, NJ	1991

#### II. PROFESSIONAL EXPERIENCE

AVP, Strategic Enrollment & Marketing Kean University, Union, NJ	2014-Present
Director, Marketing & Communications Essex County College, Newark, NJ	2010-2014
Director, Conference & Events Services Monmouth University, West Long Branch, NJ	2002-2010
Director, Special Events NJN Public Television, Trenton, NJ	1999-2002
Adjunct, School of Management & Marketing Kean University, Union, NJ	2023-Present

#### III. OTHER INFORMATION

Co-Owner, Varsity Inn, Ocean City NJ - Member, American Association of Collegiate Registrars and Admissions Officers - Member, National Association for College Admission Counseling - Member, The College Board - Member, Monmouth Ocean Development Council - Member, Ocean County Chamber of Commerce - Board Member, United Way of Monmouth County 2004-2010

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Dr. Marsha McCarthy brings with her a strong background working in Higher Education in both administrative rolls as well as as an Adjunct Professor. As a DBA, Dr. McCarthy will further strengthen the faculty ratios for the School of Business AACSB Accreditation. Dr. McCarthy has been very active in the community and we have no doubt that will continue here in South Jersey. Her career in higher education makes her an asset to not only the School of Business but to Stockton University as a whole.

#### RECOMMENDED FOR:

Teaching Specialist, Business Administration Management



## BACKGROUND STATEMENT

**Thomas Perrotti**

### I. EDUCATIONAL BACKGROUND

DeSales University, Center Valley, PA   Major: BS in Sport Management, Minor: Marketing	2020
Wilmington University, Wilmington, DE   Major: Master of Business Administration (MBA)/Marketing concentration	2022

### II. PROFESSIONAL EXPERIENCE

Neumann University   Assistant Director of Undergraduate Admissions	2023-Present
Delaware Valley University, Doylestown, PA,   Admissions Counselor	2021- 2023
DeSales University, Center Valley PA   Student Admissions Officer	2018 - 2020

### III. OTHER INFORMATION

Lehigh Athletics Sales and Marketing Intern | Stabler Arena, Bethlehem, PA | 2020  
 Equipment Intern | Bethlehem Steel FC | 2019

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- Coordinate with high schools to schedule counselor visits during the year in my assigned territory
  - Collaborating with partnered dual enrollment high schools to register students for available courses
  - Supervising Neumann Navigator student workers in the admissions office
  - Coordinate with high schools to schedule counselor visits during the year in my assigned territory
  - Communicating with prospective students and families regarding the admission process
  - Presenting college admission slideshows to prospective students coming to campus

### RECOMMENDED FOR:

Undergraduate Admissions EOF Recruiter/Counselor

**STOCKTON UNIVERSITY  
BOARD OF TRUSTEES**

**RESOLUTION**

**RESOLUTION TO ACT UPON RECLASSIFICATION APPEAL**

- WHEREAS**, the Board of Trustees received an appeal of the denial of the request for position reclassification *In the Matter of Flora GriffinHall* under the terms of the agreement between the Council of New Jersey State College Locals, AFT, AFL-CIO and the State (“State Agreement”) Article XVI, Section F and the Stockton University AFT Professional Staff Reclassification Protocol (“Reclassification Protocol”); and
- WHEREAS**, the Board of Trustees has “authority over all matters concerning the supervision and operations of the institution including fiscal affairs, the employment and compensation of [non-civil-service] staff” under N.J.S.A. 18A:3B-6(b), and final authority to determine “controversies and disputes concerning . . . personnel matters of [non-civil-service] employees” as authorized by N.J.S.A. 18A:3B-6(f); and
- WHEREAS**, the Board of Trustees voted to assign this reclassification appeal to an Independent Hearing Officer (“Hearing Officer”) for an initial decision (“Initial Decision”) under rules and regulations pursuant to the Administrative Procedure Act; and
- WHEREAS**, the Board of Trustees received the Initial Decision on March 4, 2025, and having considered the record and the Hearing Officer’s Initial Decision, and having made an independent evaluation of the record; therefore be it
- RESOLVED**, that the Board of Trustees **accepts** the Initial Decision of the Hearing Officer and **AFFIRMS the DENIAL of** Flora GriffinHall’s application seeking a position reclassification from Professional Services Specialist III to Professional Services Specialist II. This is the final administrative decision of the Board of Trustees.

March 4, 2025

**STOCKTON UNIVERSITY  
BOARD OF TRUSTEES**

**RESOLUTION**

**RESOLUTION TO ACT UPON RECLASSIFICATION APPEAL**

- WHEREAS,** the Board of Trustees received an appeal of the denial of the request for position reclassification *In the Matter of Naheel Naber* under the terms of the agreement between the Council of New Jersey State College Locals, AFT, AFL-CIO and the State (“State Agreement”) Article XVI, Section F and the Stockton University AFT Professional Staff Reclassification Protocol (“Reclassification Protocol”); and
- WHEREAS,** the Board of Trustees has “authority over all matters concerning the supervision and operations of the institution including fiscal affairs, the employment and compensation of [non-civil-service] staff” under N.J.S.A. 18A:3B-6(b), and final authority to determine “controversies and disputes concerning . . . personnel matters of [non-civil-service] employees” as authorized by N.J.S.A. 18A:3B-6(f); and
- WHEREAS,** the Board of Trustees voted to assign this reclassification appeal to an Independent Hearing Officer (“Hearing Officer”) for an initial decision (“Initial Decision”) under rules and regulations pursuant to the Administrative Procedure Act; and
- WHEREAS,** the Board of Trustees received the Initial Decision on March 4, 2025, and having considered the record and the Hearing Officer’s Initial Decision, and having made an independent evaluation of the record; therefore be it
- RESOLVED,** that the Board of Trustees **accepts** the Initial Decision of the Hearing Officer and **AFFIRMS the DENIAL of** Naheel Naber’s application seeking a position reclassification from Professional Services Specialist III to Professional Services Specialist II. This is the final administrative decision of the Board of Trustees.

March 4, 2025