New Jersey City University Board of Trustees February 26, 2018

ATTENDING: Mr. Rafael Perez

Ms. Marilyn Bennett, via teleconference

Dr. Henry Coleman

Mr. Edward Fowlkes, via teleconference

Mr. James Jacobson

Mr. David Malek, *student trustee* Mr. Carlos Rendo, *via teleconference*

Mr. Owen Ryan

Dr. Edward Whittaker, via teleconference

Dr. Sue Henderson, ex officio

ABSENT: Dr. Steven Chang

Ms. Rania Noubani, student trustee

Mr. Vij Pawar Mr. Joseph Scott

The meeting was called to order at 6:08 p.m. in the Gilligan Student Union Building, Room 129 by Mr. Perez.

NOTICE OF MEETING

Mr. Perez noted that the time, date, location and agenda for this meeting were mailed to the Jersey Journal, the Star-Ledger, Office of the Secretary of State, Senate Majority Office, Council of NJ State College Locals and the NJ Association of State Colleges and Universities on February 21, 2018. Notice of this meeting was also posted on the University's e-mail system and website.

MINUTES

Mr. Perez requested a motion to approve the Minutes of the December 11, 2017 Meeting. The motion was moved by Dr. Coleman and seconded by Mr. Ryan. (Yes-Mr. Perez, Ms. Bennett, Mr. Fowlkes, Mr. Jacobson, Mr. Malek, Mr. Rendo, Dr. Whittaker; No-None; Abstention-None).

Mr. Perez requested a motion to approve the Minutes of the January 10, 2018 Special Meeting. The motion was moved by Dr. Whittaker and seconded by Mr. Ryan. (Yes-Mr. Perez, Ms. Bennett, Mr. Fowlkes, Mr. Jacobson, Mr. Malek, Mr. Rendo; No-None; Abstention-Dr. Coleman).

CHAIR'S REPORT

Mr. Perez made a motion to approve the resolution for the Conferral of Degrees at the May 22, 2018 Commencement Exercises.

CONFERRAL OF DEGREES

- **WHEREAS**: The Board of Trustees has the authority under [NJSA 18A:64-6(b).] to grant diplomas, certificates or degrees; and
- **WHEREAS**: The faculty and administration of the University will review the credentials of candidates for the baccalaureate, master's, and doctoral degrees and professional diploma to be awarded at the 2018 commencement exercises, and will certify that the candidates have met the requirements for these degrees; be it therefore
- **RESOLVED**: That the Board of Trustees of New Jersey City University on this 26th day of February 2018, does hereby authorize President Henderson to confer baccalaureate, master's, and doctoral degrees and the professional diploma at the May 22, 2018 commencement exercises; and be it further
- **RESOLVED**: That authorization is hereby given to Dr. Henderson to Award degrees *honoris causa* in keeping with past practice at commencement exercises on May 22, 2018.

The motion was seconded by Dr. Coleman. (Yes-Ms. Bennett, Mr. Fowlkes, Mr. Jacobson, Mr. Malek, Mr. Rendo, Mr. Ryan, Dr. Whittaker; No-None; Abstention-None).

Mr. Perez made a motion to approve the proposed Schedule of Meetings for the 2018-2019 academic year. The motion was seconded by Mr. Jacobson. (Yes-Ms. Bennett, Dr. Coleman, Mr. Fowlkes, Mr. Malek, Mr. Rendo, Mr. Ryan, Dr. Whittaker; No-None; Abstention-None).

- Monday, September 17, 2018
- Monday, December 17, 2018
- Monday, February 25, 2019
- Monday, April 29, 2019
- Monday, June 24, 2019

PRESIDENT'S REPORT

President Henderson gave an oral report on recent updates at the university.

FINANCE AND AUDIT COMMITTEE

Mr. Ryan gave the report for the Finance and Audit Committee. He made a motion to approve the Resolution for Amendments to the Investment Policy. The motion was seconded by Dr. Coleman. (Yes-Mr. Perez, Ms. Bennett, Mr. Fowlkes, Mr. Jacobson, Mr. Malek, Mr. Rendo, Dr. Whittaker; No-None; Abstention-None).

RESOLUTION AMENDMENTS TO THE INVESTMENT POLICY

WHEREAS: Management is recommending changes to the University's investment policy that will enhance the investment portfolio's objectives and strategies, as well as increase investment income while continuing to preserve University capital; and

WHEREAS: The primary goal of the policy remains unchanged, which is to provide a diversified portfolio with a positive rate of return while being mindful of the marketability of each investment; and

WHEREAS: The University desires to enhance its objectives and strategies by diversifying its target asset allocations, amending the minimum average investment credit quality, and allowing management to rebalance the investment portfolio; be it therefore

RESOLVED: That the New Jersey City University Board of Trustees on this 26th day of February, 2018 does hereby approve the amendments to the attached Investment Policy for the University.

FACILITIES AND PLANNING COMMITTEE

Dr. Coleman gave the report for the Facilities and Planning Committee. He noted that there were no action items. The *Progress Card and MSCHE Overview* were included as information only, no action was taken.

PERSONNEL, COMPENSATION, NOMINATIONS AND GOVERNANCE

Mr. Jacobson gave the report of the Personnel, Compensation, Nominations and Governance Committee. Mr. Jacobson made a motion to approve the faculty and staff personnel actions including faculty candidates eligible for reappointment, professional staff candidates eligible for reappointment and reclassifications as well as New Hires of Faculty, Managerial and Professional Staff as recommended by the President and included in the board book. The motion was seconded by Mr. Ryan. (Yes-Mr. Perez, Ms. Bennett, Dr. Coleman, Mr. Fowlkes, Mr. Malek, Mr. Rendo, Dr. Whittaker; No-None; Abstention-None).

Faculty and Staff Personnel Actions

Group 2: Faculty Reappointments

Faculty to the 3rd Year (Effective: September 1, 2018)

- 1. Mr. Michael Bell, J.D., Assistant Professor, Accounting
- 2. Dr. Joseph D'Auguste, Assistant Professor, Music, Dance, Theater
- 3. Dr. Pablo Garofalo, Assistant Professor, Economics
- 4. Dr. Redouane Khamar, Assistant Professor, Modern Languages
- 5. Dr. Graig Klein, Assistant Professor, Professional Security Studies
- 6. Dr. Antony Leberatto, Assistant Professor, Criminal Justice
- 7. Dr. Zui Chih Lee, Associate Professor, Marketing
- 8. Dr. Adele Macula, Assistant Professor, Educational Leadership
- 9. Dr. Adrian Martin, Assistant Professor, Elementary / Secondary Education
- 10. Dr. Jermaine McCalpin, Assistant Professor, African Afro-American Studies
- 11. Dr. Jorge Medina Silva, Assistant Professor, Economics
- 12. Dr. John Melendez, Professor, Educational Leadership (*recommended for reappointment with reservation*)
- 13. Dr. Jennifer Musial, Assistant Professor, Women's Studies
- 14. Dr. Denise Nash, Assistant Professor, Nursing
- 15. Dr. Esther Nir, Assistant Professor, Criminal Justice

- 16. Dr. Li Xu, Assistant Professor, Finance
- 17. Dr. Peri Yuksel, Assistant Professor, Psychology
- 18. Dr. Jacob Zumoff, Assistant Professor, History

Faculty to the 2nd Year (Effective: September 1, 2018)

- 1. Dr. Gabriel Alegria, Assistant Professor, Music, Dance & Theater
- 2. Mr. Scott Fisher, Assistant Professor, Professional Security Studies
- 3. Dr. Jessica Keeley, Assistant Professor, Accounting
- 4. Dr. Matthew Roche, Assistant Professor, Psychology
- 5. Dr. Danny Schieffler, Assistant Professor, Health Sciences
- 6. Mr. Kutub Thakur, Assistant Professor, Professional Security Studies
- 7. Dr. Abhishek Verma, Assistant Professor, Computer Science
- 8. Dr. Nan Wang, Associate Professor, Computer Science

<u>Part-time Eligible for Reappointment Consideration for the Period September 1, 2018 to</u> <u>June 30, 2019 – Evaluation Not Required</u>

- 1. Dr. Gilles Bernard, Assistant Professor, Music, Dance and Theater
- 2. Mr. Robert Foster, Assistant Professor, Media Arts Center
- 3. Mr. Robert Romeo, Assistant Professor, Music, Dance and Theater

Group 2: Professional Staff Reappointments Professional Staff Candidates for Reappointment for July 1, 2019

<u>Professional Staff for Reappointment Consideration (Currently on 5 Year)</u> (Eligible for a Multiyear Reappointment up to 5 Years: July 1, 2019 - June 30, 2024)

- 1. Ms. Monica Almonor, Professional Services Specialist 1, Registrar
- 2. Mr. Videsh Bahadur, Assistant Director 1, Continuing Education
- 3. Ms. Kathleen Banks, Professional Services Specialist 1, University Advisement Center
- 4. Ms. Alissa Koval-Dhaliwal, Professional Services Specialist 1, Counseling Center
- 5. Ms. Judith Laput, Assistant Director 2, Financial Aid
- 6. Ms. Sabrina Lopes, Professional Services Specialist 2, Registrar
- 7. Ms. Daysi Romero, Professional Services Specialist 2, University Advisement Center

<u>Professional Staff for Reappointment Consideration (Currently on 4 Year)</u> (Eligible for a Multiyear Reappointment up to 4 Years: July 1, 2019 - June 30, 2023)

- 1. Ms. Eleanor Anderson Rodriguez, Professional Services Specialist 2, University Advisement Center
- 2. Mr. Marc Brown, Professional Services Specialist 1, Athletics
- 3. Ms. Leah Jackson, Professional Services Specialist 3, University Advisement Center (*not recommended for reappointment*)
- 4. Mr. Matthew Lahm, Professional Services Specialist 3, University Advisement Center
- 5. Mr. Jonathan Ng, Assistant Director 2, Financial Aid

<u>Professional Staff for Reappointment Consideration (Currently on 3 Year)</u> (Eligible for a Multiyear Reappointment up to 3 Years: July 1, 2019 - June 30, 2022)

- 1. Ms. Tricia Koufodontis, Professional Services Specialist 4, Child Care Center
- 2. Mr. Tashfeen Majid, Assistant Director 3, Academic Computing | Information Technology
- 3. Ms. Alison Maysilles, Assistant Director 2, Transfer Resource Center (Enrollment Mgmt)
- 4. Mr. Arron Rodriguez, Professional Services Specialist 3, Admissions (Resignation, 1-16-18)
- 5. Ms. Theresa Spataro, Professional Services Specialist 2, Dean's Office College of Professional Studies
- Mr. Leonard Williams, Professional Services Specialist 4, Dean's Office School of Business
- 7. Ms. Jazmin Zegarra, Professional Services Specialist 4, Office of Specialized Services

Professional Staff Candidates for Reappointment Effective: July 1, 2018

<u>Professional Staff for Reappointment Consideration (Eligible for First Multiyear)</u> (Eligible for a Multiyear Reappointment up to 3 Years (July 1, 2018 to June 30, 2021)

- 1. Ms. Gehan Abreu de Colon, Professional Services Specialist 4, Opportunity Scholarship Program
- 2. Mr. Jeffrey Dessources, Assistant Director 2, Campus Life
- 3. Ms. Farah Pelissier, Professional Services Specialist 4, Opportunity Scholarship Program
- 4. Ms. Venida Rodman-Jenkins, Professional Services Specialist 1, Women's Center
- 5. Mr. John Zuzo, Professional Services Specialist 4, Youth Corp

<u>Professional Staff for Annual Reappointment Consideration</u> (July 1, 2018 to June 30, 2019)

- 1. Mr. Damion Barnett, Professional Services Specialist 3, Financial Aid
- 2. Ms. Danielle Beam, Professional Services Specialist 2, Athletics
- 3. Dr. Emile Berk, Professional Services Specialist 1, Counseling Center (*not recommended for reappointment*)
- 4. Mr. Kaixuan Bu, Program Assistant, Earth Environmental Sciences
- 5. Ms. Robyn Burton, Professional Services Specialist 3, Athletics (Separation, 12-10-17)
- 6. Ms. Isabel Casais, Professional Services Specialist 2, NJCU School of Business
- 7. Ms. Natalie Chiriboga, Professional Services Specialist 4, Transfer Resource Center (Enroll Mgmt)
- 8. Mr. Robert Cole, Professional Services Specialist 3, Athletics
- 9. Mr. Joseph Cullen, Professional Services Specialist 3, Athletics
- 10. Mr. Marlon Daniels, Assistant Director 3, Dean of Students
- 11. Mr. Brian Ferrante, Professional Services Specialist 4, Admissions
- 12. Ms. Kristina Harb, Program Assistant, Biology
- 13. Mr. Clinton Higgins, Professional Services Specialist 3, Media Arts Center
- 14. Mr. Joshua Iannuzzi, Professional Services Specialist 3, Career Planning & Placement
- 15. Ms. Anna Ivanova, Professional Services Specialist 3, Counselor Education
- 16. Dr. Mince John, Professional Services Specialist 4, Mathematics

- 17. Mr. Amjad Khan, Professional Services Specialist 4, Campus Life
- 18. Mr. Thomas Lee II, Assistant Director 4, Athletics
- 19. Ms. Ellen Lie, Professional Services Specialist 4, Transfer Resource Center (Enroll Mgmt)
- 20. Ms. Ashley Manz, Professional Services Specialist 4, Professional Security Studies
- 21. Ms. Shakira Monroe, Professional Services Specialist 4, Admissions
- 22. Ms. Beatriz Navarro-Garcia, Professional Services Specialist 4, Admissions
- 23. Ms. Ashley Pais, Professional Services Specialist 3, Athletics
- 24. Ms. Nadeen Reneau-Thakur, Professional Services Specialist 4, Youth Corp (recommended for appointment with reservation)
- 25. Mr. Kerolos Rophail, Professional Services Specialist 4, Admissions
- 26. Mr. Jason Roque, Professional Services Specialist 2, Media Arts Center
- 27. Ms. Claudia Rosado, Professional Services Specialist 3, Financial Aid
- 28. Mr. Matthew Sutton, Professional Services Specialist 4, Opportunity Scholarship Program
- 29. Mr. Anthony Tuesta, Professional Services Specialist 3, Athletics
- 30. Ms. Andrea Velasco, Professional Services Specialist 2, Development Office
- 31. Ms. Jessica Vinci, Professional Services Specialist 4, (Enrollment Management) Student Affairs

Reclassifications

Position Change

1. Anne Mabry, Associate Professor

ESL

Former title: Associate Dean | College of Arts & Sciences

Effective Date: 1/1/2018

Salary Adjustments | Title Changes

Due to competitive market and internal equity.

1. Adele Douglas, Director, Talent Acquisitions, HRIS, Compensation & Benefits

Office of Human Resources

Salary Adjustment Only Effective Date: 1/1/2018

2. Sue Gerber, Associate Vice President

Institutional Effectiveness

Former title: Assistant Vice President

Effective Date: 1/1/2018

3. Jason Kroll, Vice President & Chief Strategy Officer

VP of University Advancement

Former title: VP of University Advancement

Effective Date: 8/21/2017

4. Nita Patel, Director, Benefits Manager

Office of Human Resources Salary Adjustment Only Effective Date: 1/1/2018

5. Alfred Ramey, University Counsel

President's Office Salary Adjustment Only Effective Date: 1/1/2018

6. Robert Scire, Director

Information Technology

Title Change Only (formerly: Associate Director)

Effective Date: 1/22/2018

7. Ritu Shastri, Director

Information Technology

Former title: Associate Director

Effective Date: 1/1/2018

8. Mohammad Sheikh, Director, IT Security

Information Technology

Former title: Associate Director

Effective Date: 1/1/2018

9. Matthew Stieglitz, Director, Labor Relations Associate

Office of the University Counsel

Salary Adjustment Only Effective Date: 8/22/2017

Temporary to Permanent Appointments

1. Jessica Accurso-Salguero, Director, Student Success

VP of Academic Affairs

Former title: Managing Assistant Director 1

Effective: 2/12/2018

2. Rosemary Tavares, Assistant Vice President, Controller

Controller's Office | Finance and Treasury

Former title: Interim Controller

Effective Date: 2/5/2018

3. Justin Tinker, Theatre Technical Director (PSS4)

Margaret Williams Theatre

Former title: Theatre Technical Director

Effective: 12/11/2017

New Hires

Faculty Temporary Appointments

1. Laszlo Molnar, Associate Professor Professional Security Studies Effective: 2/12/2018

2. Will Guzman

African American Studies Effective: 1/1/2018

Managerial Regular Appointments

1. Karyn Alexander, Pupil Services Liaison Opportunity Scholarship Program Effective: 9/18/2017

2. Guillermo De Vegya, Chief of Staff

President's Office Effective: 1/2/2018

Managerial Emergency | Temporary | Interim Appointments

1. Jodi Bailey, Interim Associate Vice President Student Affairs

Effective: 1/2/2018

2. Jeffrey Dessources, Interim Director

Campus Life

Effective: 1/2/2018

3. Dr. Timothy White, Interim Associate Dean

College of Arts & Sciences

Effective: 1/1/2018

4. Beth Whitney, Website Content Manager

UA- Marketing

Effective: 1/29/2018

Professional Staff Regular Appointments

1. Rosemary Distefano, Academic Advisor (PSS4)

University Advisement Center

Effective: 1/2/2018

2. Joshua Dornbos, Academic Advisor (PSS4)

University Advisement Center

Effective: 2/26/2018

3. Ayannah Johnson, Academic Advisor (PSS4)

University Advisement Center

Effective: 2/20/2018

4. Patrick O'Neill, Head Women's Men's Cross Country & Track & Field Coash (PSS3)

Athletics

Effective: 1/2/2018

5. Cristian Vergara, Academic Advisor (PSS4)

University Advisement Center

Effective: 1/2/2018

Professional Staff Emergency | Temporary Appointments

1. Melissa Kitchner, Demo Spec 4, 10 mo.

A. Harry Moore School Effective: 12/18/2017

2. Jeffrey Levine, Manager, Enrollment Management (PSS2)

VP Student Affairs Effective: 1/2/2018

The Nomination and Governance Matters regarding the process to address request from the public to speak to the Board of Trustees was for informational purposes only. No action was taken.

Registration to Speak at a Public Meeting of the Board of Trustees

Requests to speak at a Public Meeting of the Board of Trustees must be received by the Secretary to the Board of Trustees (Hepburn Hall, H-313) one week prior to the Board meeting. The request will be reviewed by the Chair of the Board. Requests to speak are reviewed subject to the Chair's discretion in the preparation of the Board agenda and to ensure that the topic of the request is within the powers and duties of the Board of Trustees. A request to speak will be acknowledged 48 hours before the meeting of Board of Trustees. Requests to speak to agenda items must be submitted at least 24 hours in advance of the public meeting.

SAMPLE FORM

New Jersey City University

Request to Speak to the Board of Trustees

TO: Secretary of the Board of Trustees of New Jersey City University

FROM: [insert e-mail address]

[insert daytime phone number]

I would like to speak at the next meeting of the Board of Trustees of New Jersey City University. I wish to speak to the Board of Trustees about the following topic (please summarize your comments in one or two

sentences) [

[SUBMIT]

NEW BUSINESS

Mr. Perez made a motion to amend the agenda to include for action a contract matter involving a bid waiver for professional legal services for real estate matter together with ratification for services rendered, and a contract matter involving a bid waiver for real estate professional services together with ratification for services rendered, and a personnel matter for a managerial salary program. The motion was seconded by Mr. Jacobson. (Yes-Ms. Bennett, Dr. Coleman, Mr. Fowlkes, Mr. Malek, Mr. Rendo, Mr. Ryan, Dr. Whittaker; No-None; Abstention-None).

Mr. Ryan made the motion to approve the Resolution, Waiver of Advertising for Legal Services. The motion was seconded by Dr. Whittaker. (Yes-Mr. Perez, Ms. Bennett, Dr. Coleman, Mr. Fowlkes, Mr. Jacobson, Mr. Malek, Mr. Rendo; No-None; Abstention-None).

RESOLUTION WAIVER OF ADVERTISING LEGAL SERVICES

WHEREAS: Pursuant to the New Jersey State Contracts Law (NJSA 18A: 64-52 et seq.) the University must advertise for bids on all contracts for goods and services which exceed \$33,300 except under circumstances specified in the statute where bids may be waived; and

WHEREAS: The subject matter consists of professional services that may be waived under the New Jersey State College Contracts Law Statute 18A:64-56a.1; and

WHEREAS: As permitted by the statute, the University seeks authorization from the Board of Trustees to enter a legal services agreement with Genova Burns LLC which exceeds the bid threshold without bidding; and

- WHEREAS: The University determined that the firm's experience in handling real estate transactions for the University would have direct benefit and application to the University's ongoing real estate initiatives and that the University's timeline for the initiatives required immediate and continuing access to the experience, real estate expertise, and legal services of this firm; and
- WHEREAS: The University has indicated that the firm has been providing legal services on behalf of the University as it relates to University real estate initiatives and is expected to continue to do so as it relates to the finalization of the Ft. Monmouth lease; and
- WHEREAS: The University is requesting a bid advertising waiver and authorization to enter into a legal services agreement as well as ratify payments for legal services rendered for University real estate initiatives (partner rate not to exceed \$400/hour) including work and services in furtherance of completion of the Ft. Monmouth lease as approved by the Chief Operating Officer and University Counsel; and
- WHEREAS: Whenever and wherever possible, the University intends to test the appropriateness contracts subject to waiver by periodically seeking alternate bids for the goods and services from other vendors, if available; be it therefore
- RESOLVED: That the Board of Trustees of New Jersey City University on this 26th day of February, 2018 does hereby authorize the University to enter a legal services agreement with Genova Burns LLC and ratify payments for services rendered as requested herein subject to the review and approval of the Chief Operating Officer and the University Counsel.

Mr. Ryan made the motion to approve the Resolution, Waiver of Advertising for Professional Services. The motion was seconded by Mr. Jacobson. (Yes-Mr. Perez, Ms. Bennett, Dr. Coleman, Mr. Fowlkes, Mr. Malek, Mr. Rendo, Dr. Whittaker; No-None; Abstention-None).

RESOLUTION WAIVER OF ADVERTISING PROFESSIONAL SERVICES

WHEREAS: Pursuant to the New Jersey State Contracts Law (NJSA 18A: 64-52 et seq.) the University must advertise for bids on all contracts for goods and services which exceed \$33,300 except under circumstances specified in the statute where bids may be waived; and

WHEREAS: The subject matter consists of professional services that may be waived under the New Jersey State College Contracts Law Statute 18A:64-56a.1; and

WHEREAS: As permitted by the statute, the University seeks authorization from the Board of Trustees to enter a professional services agreement with Grid Real Estate LLC which exceeds the bid threshold without bidding; and

WHEREAS: The University has determined that the firm's experience and involvement in past University real estate initiatives would have direct benefit and application to the University's ongoing real estate initiatives and that the University's timeline for the initiatives required immediate and continuing access to the experience and real estate expertise of this firm; and

WHEREAS: The University has indicated that the firm has been providing advisory and broker real estate services to the University (fee 5% commission) as it relates to the University's Ft. Monmouth project; and

WHEREAS: The University is requesting a bid advertising waiver and authorization to enter into a professional services agreement as well as ratify payments for services rendered for the University for the Ft. Monmouth project as approved by the Chief Operating Officer which payments shall be paid in accord with the terms of the long term lease for the Ft. Monmouth project when said lease is approved and executed in accord with the January 10, 2018 resolution of the Board of Trustees; and

WHEREAS: Whenever and wherever possible, the University intends to test the appropriateness contracts subject to waiver by periodically seeking alternate bids for the goods and services from other vendors, if available; be it therefore

RESOLVED: That the Board of Trustees of New Jersey City University on this 26th day of February, 2018 does hereby authorize the University to enter a professional services agreement with Grid Realty LLC and ratify payments for services rendered as requested herein subject to the review and approval of the Chief Operating Officer.

Mr. Jacobson made a motion for the Managerial Salary Program. The motion was seconded by Mr. Ryan. (Yes-Mr. Perez, Ms. Bennett, Dr. Coleman, Mr. Fowlkes, Mr. Malek, Mr. Rendo, Dr. Whittaker; No-None; Abstention-None).

MANAGERIAL SALARY PROGRAM

WHEREAS:

The University Administration has recommended and requested authorization to award performance based increases for managerial employees effective FY 2018 as determined subject to the limitation that the total of awarded increases shall not exceed 2% of total FY 2017 managerial salaries; and

WHEREAS: The Board has reviewed the recommendation of the University

Administration and supports its implementation; be it therefore

RESOLVED: That the Board of Trustees of the New Jersey City University on the

twenty-sixth day of February 2018 authorizes the President of the University to determine and award performance based salary increases effective FY 2018 subject to the limitation that the total of awarded

increases shall not exceed 2% of total FY 2017 managerial salaries; and be

it further

RESOLVED: That for FY 2019 and each fiscal year thereafter, the University

Administration shall annually include in the proposed budget of the University an amount to support a performance based managerial salary program not to exceed 3 % of the managerial salaries for the fiscal year;

and be it further

RESOLVED: That the President of the University may determine to implement

a performance based managerial salary program subject to the limitation of the amount approved in the annual budget of the University for this

purpose.

NEXT MEETING

The next Board meeting will be held on April 23, 2018. Mr. Perez made a motion for the board to move into executive session prior to the public session in order to discuss confidential personnel matters and contractual matters. The minutes of the executive session will become available to the public when there is no longer a need for confidentiality regarding these matters. The motion seconded by Dr. Coleman. The motion passed. (Yes-Ms. Bennett, Mr. Fowlkes, Mr. Jacobson, Mr. Malek, Mr. Rendo, Mr. Ryan, Dr. Whittaker; No-None; Abstention-None).

ADJOURNMENT

There being no further business to come before the Board, Mr. Perez made a motion to adjourn the meeting. The motion was seconded by Mr. Jacobson. (Yes-Ms. Bennett, Dr. Coleman, Mr. Fowlkes, Mr. Malek, Mr. Rendo, Mr. Ryan, Dr. Whittaker; No-None; Abstention-None). The meeting concluded at 6:23 p.m.

Respectfully submitted,

Virginia Meléndez Secretary to the Board of Trustees