

**NEW JERSEY INSTITUTE OF TECHNOLOGY
BOARD OF TRUSTEES
MINUTES OF PUBLIC MEETING
April 4, 2024**

The meeting was called to order by Chair Cohen at 3:10 p.m. in the Agile Strategy Lab, Central King Building, NJIT Campus. In attendance were: Chair Cohen, Vice-Chairs Clayton, DeNichilo, Shah, and Toft, and Board Members Baynes, Charters, Maser (via Zoom) and Montalto. Absent: Vice-Chair Stamatis and Board Member Dahms.

Senior Administration Present: In attendance, President Lim, Provost and Sr. VP for Academic Affairs Pelesko, Sr. Vice Presidents Christ and Brennan, NJIT President Johnson, Vice Presidents Alexo, Boger, Golden and Wozencroft, Interim Vice President for Human Resources Wilson, Chief of Staff Hageman, Chief External Affairs Officer Garretson, Chief Diversity Officer Jones and Vice President and Secretary Stern.

1. In accordance with the New Jersey Open Public Meetings Act, Chair Cohen read the following statement:

“Notice of this Meeting was provided to the public as required by the New Jersey Open Public Meeting Act, in the Schedule of Meeting Dates of the Board of Trustees of the New Jersey Institute of Technology which was sent electronically to the Star Ledger, the Herald News and the Vector on March 20, 2024, and posted on the University website on March 20, 2024 for filing with that office and posting in such public place as designated by said Clerk.”

2. **Minutes:**

BY A MOTION DULY MADE BY MS. CLAYTON, SECONDED BY MS. MONTALTO AND UNANIMOUSLY APPROVED BY THOSE MEMBERS IN ATTENDANCE AT THAT MEETING, THE BOARD APPROVED THE PUBLIC MINUTES OF THE MEETING OF FEBRUARY 8, 2024.

3. **Public Comments:** Secretary Stern noted that there was no one from the public who had registered to speak.
4. **Presentations:** Dr. David Jones introduced the first of two speakers on the subject of Diversity, Equity and Inclusion. The first speaker is Ms. Natalia Pena, a sophomore computer engineering major and a student of the Albert Dorman Honors College. She’s been part of the Student Senate for two years and most recently, took the title of Diversity and Inclusion Representative for the Student Senate. Her involvement in the Hispanic Heritage month supported three large scale events from the university. She is a champion of student concerns related to diversity, equity, inclusion and belonging.

Ms. Pena began her presentation discussing the gender gap at NJIT; less than 1/3 students present as female. She is a computer engineering major, and the more specialized classes are, the less females there are, particularly in the more specialized classes. She finds herself as the only female in some classes, which makes her feel alone as she found herself struggling. Her professor did reach out to her. She found support in a “women in ECE” group, and she instantly received support from her fellow students. We look to community for support and resources, and event programming. As well, the university is becoming more responsive to females, for example, with the lactation pods and the availability of menstrual products in the bathrooms. Ms. Pena discussed the multicultural festival, having multiple different cultures from the student groups and clubs on campus, a few of which have been created this year. There were over 300 people in attendance. The club in particular that has significance to her is the Society of Hispanic and Latin appreciation. There’s a need for more and more identities being represented. She pointed out that NJIT is now recognized as a Hispanic serving institution (25%). She expressed her gratitude for being before the Board today and invited questions.

Ms. Pena was asked what, in her viewpoint, would she ask for in terms of support from the Board? She discussed attracting more students to NCE. Chair Cohen agreed while there is a funnel of students that has been expanding, when someone is here, we want them to have a very happy experience, to feel safe, and free from microaggressions. In terms of retention in ECE, Ms. Pena discussed creating a community that supports other people, including both peers and upperclass students who can demonstrate success. She feels that the advisors and faculty in ECE have made a concerted effort to include a student panel at the end of every session at Experience Day and open houses, in order to hear their perspective. Students have asked to shadow her, to get a feel for what a regular day looks like, which is part of a Murray Center program. Ms. Pena was asked if she feels accepted at NJIT and she indicated that she did. Board Member Chambers commended her for her energy, enthusiasm and advocacy. Ms. Pena discussed programming and events planned, celebrating Hispanic culture, which the students are very excited for.

Dr. Vincent Oria, Professor and Chair of the Department of Computer Science spoke next. Dr. Jones stated that Dr. Oria has held several visiting professor positions at various institutions including the National Institute of Informatics in Tokyo, Japan, and the Chinese University of Hong Kong, to name a few, as well as service on program committees and organizing committees of several database multimedia informational conferences. He is the recipient of the 2014 NJIT Ying Wu College of Computing outstanding achievement and research award, and serves on the NJIT Committee of Inclusive Excellence. He explained that “it takes a village to raise a child” and for the students at NJIT, we are that village. One way to welcome students is to reflect that diversity; we live in one of the most diverse regions in the world. First generation students don’t have too many mentors or people to look up to, and seeing people who look like them on campus is uplifting. Dr. Oria noted that black students are underrepresented as part of the workforce and we are graduating less and less black students, and black faculty are only 6% of faculty nationwide. He personally feels safe and welcome at NJIT; he was chosen by his colleagues to lead the department. But we have challenges that we need to address collectively on campus. We need to increase the diversity in the faculty on campus. We are losing diverse candidates in the hiring process to the competition elsewhere. While we are an excellent institution, we have competing institutions that are ranked more highly. He advocated for a dedicated line to hire minority

faculty, for example. Board Member Baynes remarked that as an orthopedic surgeon, he has been talking with Dr. Jones, as well as Dr. Lim and Dr. Boger about the experiential learning of students. While faculty are obviously very important, it is also important for black students to see black people working and striving in the environment outside school, for example, black computer scientists and black surgeons. Vice Chair Clayton stated that African Americans are not necessarily attracted to teaching opportunities, and we are competing for those highly sought after individuals with the HCBU's and the Ivy League. The Board discussed whether we should focus more on researchers. President Lim talked about focusing our efforts on creating a pipeline of students. Just recently we were formally admitted into the alliance of HSI R-1 institutions. Students would feed into the ranks of future faculty, and eventually deans, provosts and presidents. Chair Cohen commended Dr. Oria on his presentation, noting that the Capstone project in Dr. Oria's department is one of the crown jewels of NJIT and it continues to grow. That is something that's critical to our 2030 strategic plan, and it should be the template that gets emulated across all our departments. He thanked Dr. Oria on behalf of the Board, for his presentation. We are going to try to make a difference. Dr. Jones added that regarding recruiting black faculty, and faculty of color one of the things we did this year that he wanted to highlight is partnering with Human Resources in attending the Institute of Teaching and Mentoring, which is the largest institute for doctoral students of color entering the academy. We were able to serve as a vendor at the institute and recruit doctoral students of color. This is a step in increasing our visibility to be recognized in these spaces to be a leading institution.

5. BY A MOTION DULY MADE BY MR. DeNICHILLO, SECONDED BY DR. BAYNES AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO ENDORSE THE NEW STRATEGIC PLAN 2030, NJIT MAKES: AN INNOVATION NEXUS AND APPROVE THE REVISED VISION, MISSION, AND CORE VALUES.
6. BY A MOTION DULY MADE BY MR. SHAH, AND SECONDED BY MS. MONTALTO AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION AUTHORIZING AMENDMENT TO THE AWARD OF ONLINE MARKETING, RECRUITMENT AND RETENTION SERVICES.
7. BY A MOTION DULY MADE BY DR. BAYNES, AND SECONDED BY MS. CHARTERS AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO APPROVE CHANGES TO THE UNIVERSITY SENATE BYLAWS.
8. BY A MOTION DULY MADE BY MS. CLAYTON, AND SECONDED BY MR. SHAH AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO APPROVE THE AWARD OF PLANNED AUDIO VISUAL CONTRACTING SERVICES.
9. BY A MOTION DULY MADE BY MR. SHAH, AND SECONDED BY MS. MONTALTO AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO APPROVE THE AWARD OF THE PLANNED CAMPUS NETWORK EQUIPMENT AND SOFTWARE UPGRADES.
10. BY A MOTION DULY MADE BY DR. BAYNES, AND SECONDED BY MS.

CHARTERS AND UNANIMOUSLY APPROVED, WITH MR. TOFT RECUSING HIMSELF, THE BOARD VOTED TO APPROVE THE SUBLEASE OF OFFICE SPACE AND PARKING AT 494 BROAD STREET.

11. BY A MOTION DULY MADE BY MR. TOFT, AND SECONDED BY MR. SHAH AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO APPROVE THE PURCHASE AND SALE AGREEMENT FOR THE ACQUISITION OF 2-10, 12 AND 14 SCHOOL STREET (BLOCK 404, LOTS 10, 11 AND 13).
12. BY A MOTION DULY MADE BY MS. CLAYTON, AND SECONDED BY MS. MONTALTO AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO AMEND NJII BYLAWS REGARDING BOARD OF DIRECTORS.
13. **President's Report:** Dr. Lim thank the Board, on behalf of the entire NJIT community for endorsing the Strategic Plan. The proposed plan will enable NJIT and NJII to become a nexus of innovation, which is the physical and intellectual focal point for ideas, action and people focused on innovation, which is really about finding solutions to very practical problems, including researchers, learners, entrepreneurs and partners from government, industry and the community. He thanked all who have participated in this critical strategic planning process, especially the Board of Trustees who have provided very important insights and driven us to this set of very ambitious goals. NJIT recently launched the Center for Translational Research funded by a \$6 million grant from the National Science Foundation, which fits into our Strategic Plan 2030. The Center will focus as a hub for commercialization, training and development on campus and a meeting place to generate ideas and formulate new approaches. Dr. Lim and First Lady Gina Lim are always very proud of the accomplishment of our students. Two NJIT student projects have been awarded as part of a \$1.2 million EPA program to research and develop innovative solutions that address environmental and public health challenges. Dr. Lim shared very good news: our undergraduate application volume has reach a new milestone of almost \$16,000 students. That is a 20% increase as compared to the final number of applications received in Fall in 2020, and a 21% increase from last Fall. This is a testament to our value proposition. Chair Cohen asked Dr. Golden what he attributed this to – have we had more visibility and social media attention? Dr. Golden noted that people are seeing alumni success, and an increase in reputation around the state and the country, which shows up in the Wall Steet Journal ranking, as well as our incredible faculty that really cares for students. Students leave NJIT at the end of their studies as the best version of themselves. Post-pandemic, people find the value in STEM education, which can really propel their socio-economic status. He explained that what they do is to package the message regarding the ranking, and then expand its reach by doing targeted posts or promoted post to reach influencers across the right fields and disciplines, or prospective students and their influencers, including their parents.
14. **Report of the Alumni Association:** Vatsal Shah gave a presentation on behalf of the NJIT Alumni Association. He stated that much has happened since last year. They are well on their way to meeting the KPI's set for 2023-2024. Their goal was to increase the percentage of alumni that were engaged from 21.6% to 23%, to increase the number of alumni engaged by corporate and industry outreach by 10% and also to double the number of their board members and volunteers from the past year from 15 to 30. In the last year, the Alumni Association hit 100% giving participation by the Board for the second consecutive year and

is on track to do so for 2024, and they have been tracking to develop their strategy to engage more up and coming alumni and volunteers and set up more committees. We've increased our number of Board members and volunteers from 15 last year to close to 34, which is a tremendous success. This is a testament to the growth and diversity of the Board. Highlighting some of the events, we're finally get back to in-person events from pre-Covid, and riding the wave of alumni success and enthusiasm towards the university. There's a 92% increase in alumni attendance of events from FY 2023 to the current time. This is mostly driven by new alumni events, focusing alumni on coming back to campus and lifelong learning. He gave examples of some of the events. Corporate and professional engagement includes the establishment of events for hiring alumni on campus. Alumni weekend used to happen in the May/June timeframe, and we have shifted that to Homecoming Weekend, which allows them to see the campus at its best. We increased family oriented events as well. We also transferred our focus on the diversity of the alumni, and had many more identity centered events and networking. We've had the Highlander Personal Growth series of 6 webinars, lead by Associate Provost Michael Edmundson focused on lifelong learning and self discovery. This was accomplished with the hire of John Borges, the Associate Director of Alumni Engagement. Also, we made more significant progress in corporate professional engagement. Mr. Shah will complete his two year tenure as President of the Association, and will be succeeded in his role by Alfred Martinez, a brilliant mechanical engineer and a stalwart alumni volunteer. The Alumni Association will be in great hands, and Mr. Shah will continue to serve as an Honors College board member as well as a faculty fellow and adjunct professor. Chair Cohen commended him on his progress, and achieving what others before him couldn't achieve. Mr. Shah explained that he is trying to change the perception that the only thing the Alumni Association does is seek donations; there are many ways to support your alma mater. We need to rebrand the Association. Chair Cohen thanked him for his proper stewardship on behalf of the university, and Mr. Shah noted that he hope one day he will have a chance to join all present at the rank of a trustee and continue to make an impact. The Board thanked him for his commitment and remarkable achievements.

15. **Chief Financial Officer Report:** Sr. Vice President Brennan gave a report to the Board, noting that the FY 2024 budget is on target to achieve its goals. By the end of the fiscal year, we expect to carry over an operating margin of about \$2.8 million, which we are projecting year-over-year to the next fiscal year. That's down over the last two years in terms of what we are carrying over, reflecting the increased personnel costs. We're closely monitoring our cash, as we pay out the retroactive amounts due under the labor agreements and increase salary through the Spring. As of the end of March, the value of the endowment is \$171.2 million, an all-time high. FY 2025 budget preparation is underway, and we will present the FY 2025 budget in late May.
16. **Clery Crime Data:** Sr. Vice President Christ presented the Clery Crime Data report. In the report, he noted that there is a 20% reduction in part 1 offenses, which are the most egregious offenses. There is an increase in part 2 offenses, related to criminal mischief; individuals are breaking into vehicles which they can no longer steal (referring to Hyundai and Kia thefts). While this is unfortunate, the tier of offenses has decreased, but we should see the numbers come down soon. The Public Safety Department has been re-accredited by the New Jersey Association of Chiefs of Police, which is very positive. We were celebrated by the

accrediting body for doing an incredible job in following all the policies, procedures and best practices to the letter. He is very proud of the group for the work they have done, as well as the progress on diversity, equity and inclusion. We have had tremendous success in our “30 by 30” pledge, meaning 30% of officers at all ranks will be female by 2030. This includes a Captain who came from outside the department, and we had the first-ever all-female tour from leadership to patrol (including our police dog). We are working hard on our goal. The Board discussed the report statistics on domestic violence, assault combined with assault. Mr. Christ explained that our reporting obligations include off-campus incidents, so it is a bit misleading as to what occurs on campus. Our police patrol the perimeter continually to keep crime off of campus, and our crime statistics are relatively flat.

17. **FY2024 Engagement and Fundraising Progress to Date:** Vice President Alexo reported on FY 2024 engagement and fundraising progress to date, referencing the material in the meeting package beginning at p. 51. By way of summary, we are in good shape. He is feeling positive in terms of new gifts and pledges, which we need to convert to documented gifts between now and the end of the fiscal year. We have a significant amount of proposals pending. He invited questions from the Board. Vice Chair DeNichilo asked about the Capital Campaign. Dr. Alexo stated we are securing the services of an external consultant to help us conduct a planning and feasibility study for NJIT’s next comprehensive fundraising campaign, and we got a good response to our RFP from 8 or 9 firms. We will be reviewing those proposals and interviewing the top 3 or 4 in the next few weeks.

18. **Report of Upcoming Calendar of Events:** Chair Cohen reviewed the upcoming Calendar of Events for the Board, encouraging attendance by all.

19. Chair Cohen announced that the next regularly scheduled Closed Session, will convene on May 23, 2024 at 9:00 a.m. to discuss personnel, real estate, legal and contractual matters. The following resolution was read and approved by all Trustees present:

WHEREAS, there are matters that require consideration by the Board of Trustees that qualify under the Open Public Meetings Act for discussion at a Closed Session;

NOW THEREFORE, BE IT RESOLVED, that the Board of Trustees shall have a Closed Session to discuss matters involving personnel, real estate, legal and contractual matters on Thursday, May 23, 2024 at 9:00 a.m.

The next regularly scheduled Public Session of the Board will take place on Thursday, May 23, 2024 at 11:00 a.m.

20. The Public Session was adjourned at 5:15 p.m.