

**NEW JERSEY INSTITUTE OF TECHNOLOGY
BOARD OF TRUSTEES
MINUTES OF PUBLIC MEETING
July 25, 2024**

The meeting was called to order by Chair Cohen at 4:05 p.m. in the Agile Strategy Lab, Central King Building, NJIT Campus. In attendance were: Chair Cohen, Vice-Chairs Clayton (via Zoom), DeNichilo, Shah (via Zoom), Stamatis and Toft, and Board Members Baynes, Charters, Dahms, and Montalto. Absent: Board Member Maser.

Senior Administration Present: In attendance, President Lim, Sr. Vice President for Academic Affairs Pelesko, Sr. Vice Presidents Christ and Brennan, NJIT President Johnson, Vice Presidents Alexo, Boger, Golden and Wozencroft, Associate Vice President & Director of Athletics Kaplan, 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 July 15, 2024, and posted on the University website on July 15, 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 MR. TOFT, SECONDED BY DR. BAYNE AND UNANIMOUSLY APPROVED BY THOSE MEMBERS IN ATTENDANCE AT THAT MEETING, THE BOARD APPROVED THE PUBLIC MINUTES OF THE MEETING OF MAY 23, 2024.

3. **Public Comments:** Secretary Stern noted that there were public speakers registered to speak.

Dr. Yehoshua Perl addressed the Board. He stated that he applauded the idea of doubling the Honors College. With regard to the resolution to construct a presidential residence on campus, this looks like it is for personal use. There is a much better use for this money. Several people from the Faculty Senate met with President and he explained the rationale for the project. The corresponding approach typically would be to raise \$50 million in cash, not pledges. If the President is raising \$53 million, he wouldn't complain about holding back \$3.5 million for the project. He is trying to get you to see the viewpoint of others. It doesn't look well, and it's simply a good idea not to do it, at least for now.

The next public speaker was Ms. Ameera Abouali. She is a student at NJIT as well as a student worker in the Career Development Service Office. She would like to share a few

stories about her own and other members of the NJIT community family members in the hopes that you may better understand why we are here today. She will use simple terms and strong facts to get her point across. A doctor, who is a U.S. citizen shared with us the terrible heartbreaking accounts of sexual violence against Palestinian women in the north of Gaza, who are scared to speak out because they know the IDF will come after them and their families. There are many reports of sexual violence victims, and teenage girls who are now pregnant with no access to health care, and no financial support, where there is a famine on top of it. They have to remain silent to avoid being targeted by the rapist. The IDF has unleashed a video with evidence on trained dogs to attack families in Gaza and the West Bank. The targets of these attacks are often elderly women and young men with Down Syndrome and autism, civilians that pose no threats. The Israeli military has admitted that the Palestinian man with Down's syndrome was attacked and left on his own, and the dog mauled him while his mother watched but could not help while he was bleeding and put in a separate room. These are only a few stories from thousands, and 40,000 people living in Gaza have been killed, double that amount have been injured, and two million people have been displaced. She asked how people would feel if it was their son subjected to these attacks, or one of their students, and standing by while your children are brutally attacked by the Israeli military. Chair Cohen thanked her for sharing her experience.

The next speaker was Mr. Yahya Habehh. He is a junior at NJIT. He will preface his remarks by stating that a lot of their members were deeply discouraged by the way some of us were dismissed last meeting. The disregard for their stories, families and the Palestinian community as a whole caused a lot of students who came to the Board feel that they will not be accepted into this community as Palestinians. To help everyone understand what we are asking and comprehend what we are going through, he wants to illustrate it from their point of view. The Palestinian community at NJIT has been denied basic student freedom, such as establishing a student organization, denying them the right to representation on campus. This denial is based on the pretense that their name alone deems them to be threatening or make people on campus feel unsafe, and that the community must be safeguarded from them. All this while there are simultaneously made to feel unsafe due to NJIT's affiliations with entities that are inextricably associated with and are contributing to the suffering and slaughter of their families in Palestine. These affiliations blatantly contradict the premise of the university's argument for not allowing them to establish a student organization on campus while you claim that our presence or identity might make others feel unsafe. It is our community that genuinely faces threats and emotional distress. This double standard undermines the very values of diversity and inclusion that NJIT purports to uphold, not to mention the impact that these affiliations have on our well-being and trauma that they have brought on this community. They feel guilty and unable to eat, sleep or concentrate while we should be focused on getting jobs or internships. You are forcing them to be complicit. This is not some sports game where you root for your favorite team. At a time like this our priorities should not be political or monetary. We ask that you look at the toll these partnerships are taking on our community and align the university's actions with the professed values of integrity and social responsibility as outlined in the NJIT mission. We formally request a resolution to discontinue the partnership with Ben Gurion University be added to the agenda for September 19th, and we will be back here in September.

4. **Presentations: Postgraduate and Career Opportunities – Student Experience**

Provost Pelesko noted it his great pleasure to introduce two students today that have come to speak to the Board. Today is a little bit special as we have former students who have now gone on to have very successful careers, and they've come to talk a little bit about their experience while they were here at NJIT.

Nicholas Fuentes-Zuluago addressed the Board. He is a 2019 graduate of the School of Mechanical Engineering with a minor in business. He received a MS in Data Science from Stevens Institute of Technology and co-founded the first fellow student organization which is focused on providing academic and financial support for NJIT's first generation college students. He worked at Bristol Meyers Squibb and Catalent Pharma Solutions. He's currently the senior solutions manager of enterprise accounts at Mediable Incorporated and the co-chair of NJIT's Hispanic and LatinX Leadership Council.

Mr. Fuentes-Zuluago thanked everyone for listening to his story and summarized his NJIT experience in two words: "NJIT Makes." As the first member of his family to attend college he didn't know if he was going to be able to afford or attend university. Thanks to NJIT, back in 2016, was one of the first institutions in New Jersey to open their doors to DACA recipients, which allowed him to enroll in in-state tuition, opening a door. He took full advantage of this opportunity a pursued mechanical engineering with a minor in business. NJIT gave him the tools and the toolkit to be successful in this career, with tutoring centers, office support (such as Career Development Services and the office of Academic Advisement), as well as to excel in extracurricular activities and leadership opportunities, such as starting the first Fellows organization. This involvement and preparation allowed him to secure internship and co-op experiences, to pursue a career in healthcare and pharmaceutical engineering. He excelled early in his career and was groomed with the leadership that he got at NJIT, and continue to grow. He wants to be able to give back and be active in the success of the next generation, coming back often to speak and give career workshops for NJIT's Society of Hispanic Professional Engineers. It was noted that NJIT received a designation as a Hispanic-serving Institute this year. The Board commended him for sharing his personal experience, and asked questions about his path from Mechanical Engineering to drug manufacturing. Mr. Fuentes-Zuluago shared that the experience presented itself as a career fair, which was a golden door to be able to get an experience as his first internship.

The next speaker was Samantha Snyder, a 2021 graduate of the Albert Dorman Honors College in Chemical Engineering. She is currently pursuing an MS in biochemical engineering at Villanova. She completed three different co-op experiences, and was a student athlete in track and field. She co-founded the NJIT Green Studio which promoted sustainability initiatives on campus. She is currently a process engineering specialist at Merck, and serves as the NJIT recruitment lead for Merck.

Ms. Swider stated that she is very honored to be standing here today, speaking about the impact of NJIT on her career journey. From the first meeting with her advisor and throughout the first semester, she noticed a strong emphasis on industry and preparedness. In her classes she attended many information sessions led by industry professionals, was involved in professional development clubs such as the Society of Women Engineers and

the American Institute of Chemical Engineers. She had a freshman seminar which had a heavy emphasis on job preparation. These early experiences helped her realize a vast array of possibilities that lay ahead as a chemical engineer. She discovered that pursuing a career in industry not only enhanced her resume, but provided a unique opportunity to explore different fields and gain a better understanding of her desired career path after graduation. NJIT facilitated a myriad number of events on campus which allowed her to expand her network, and through these connections secured an interview with Johnson & Johnson, which led to a co-op position with one of their subsidiaries and a second co-op with Johnson & Johnson. After attending the career fair again, she received a third co-op experience. She is grateful to her advisor for helping her navigate her course, so she could leave college with so much work experience and still graduate on time within four years. While it was not always easy, she was able to leverage her job experience to get a more senior position at Merck right out of college. She was actively involved in the start up of a new manufacturing facility in which she managed the shop floor, partook in qualification and commissioning testing of the equipment, and helped design electronic batch records and automation that has set the standard for many of Merck's existing manufacturing facilities. She used that experience to transition to a new role within Merck's chemical engineering research and development group. Their mission is to construct a state-of-the art pilot plant which will play a pivotal role in testing and scaling up innovative and cutting-edge medicines in their pipeline. She credits her education and co-op experience in laying the foundation to be able to have the technical experience on a project like that. She emphasized that her story is not unique, and there are many alumni more successful than her with similar experiences and who have gone on to some of the most prestigious universities and companies, who will undoubtedly excel in their careers. She also witnessed mothers pursuing their degrees while caring for young children returning to college in their thirties, forties and beyond to pursue their dream careers, as well as international and first generation students envisioning a brighter future, thanks to the opportunities NJIT provided. This institution is a hub of dreamers filled with students from a wide range of backgrounds building the skills necessary for successful careers. The Board proceeded to ask questions about Merck's recruiting structures and the role of career development services at NJIT in promoting internships and co-ops.

5. BY A MOTION DULY MADE BY DR. BAYNES AND SECONDED BY MR. DeNICHILLO AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO APPOINT 2024-2025 TRUSTEES AND OFFICERS.
6. BY A MOTION DULY MADE BY MR. DAHMS AND SECONDED BY MS. MONTALTO AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION FOR FY2025 ANNUAL OPERATING AND CAPITAL BUDGET.
7. BY A MOTION DULY MADE BY MS. CLAYTON AND SECONDED BY MR. TOFT AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION FOR FY 2025 TUITION AND FEES.
8. BY A MOTION DULY MADE BY MR. TOFT AND SECONDED BY MR. STAMATIS AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO AUTHORIZE A LINE OF CREDIT.

9. BY A MOTION DULY MADE BY MS. CHARTERS AND SECONDED BY DR. BAYNES AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO AUTHORIZE DISTRIBUTION OF FUNDS TO SUPPORT AI @ NJIT.
10. BY A MOTION DULY MADE BY MS. CLAYTON AND SECONDED BY MR. DAHMS AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO APPROVE PROPOSED CHANGES TO THE FACULTY HANDBOOK.
11. BY A MOTION DULY MADE BY DR. BAYNES AND SECONDED BY MS. MONTALTO AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO ADOPT THE PROMOTION TO THE RANK FOR DISTINGUISHED PROFESSOR, PROFESSOR, ASSOCIATE PROFESSOR WITH TENURE AND APPOINTMENT WITH TENURE.
12. BY A MOTION DULY MADE BY MR. TOFT AND SECONDED BY MS. MONTALTO AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO AUTHORIZE EXPENDITURES FOR CARPENTRY CONTRACTING SERVICES IN FY2025.
13. BY A MOTION DULY MADE BY MR. TOFT AND SECONDED BY DR. BAYNES AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO AUTHORIZE EXPENDITURES FOR HVAC AND PLUMBING CONTRACTING SERVICES IN FY2025.
14. BY A MOTION DULY MADE BY MR. TOFT AND SECONDED BY DR. BAYNES AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO AUTHORIZE EXPENDITURES FOR ELECTRICAL CONTRACTING SERVICES IN FY2025.
15. BY A MOTION DULY MADE BY MR. TOFT AND SECONDED BY DR. BAYNES AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO AUTHORIZE THE AWARD OF THE GENERAL CONSTRUCTION CONTRACT FOR THE MARTINSON HALL RENOVATION. It was specifically noted that the Resolution was amended from the version set forth in the previous Board materials, to now reflect that the base bid value was reduced to \$2.1 million, with a total not to exceed price of \$2.375 million for unforeseen conditions or additional required scope of services, and further that the university will not add alternative #1. This is a modification of the prior proposed resolution, reducing the overall amount of the authorized expenditure downwards by \$1.3 million. The amended resolution was read into the record by Board Secretary Stern.
16. BY A MOTION DULY MADE BY MR. TOFT AND SECONDED BY MS. MONTALTO AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO AUTHORIZE THE LEASE OF 25,000 GSF OF RESEARCH LABORATORY SPACE AT THE NORTHERN SCIENCE AND TECHNOLOGY CENTER, KENILWORTH, NJ TO SUPPORT THE EXPANSION OF RESEARCH.

17. BY A MOTION DULY MADE BY MR. TOFT AND SECONDED BY MS. CLAYTON AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO AUTHORIZE THE SALE OF BLOCK 2835, LOT 7, NEWARK, NJ.
18. **Chair Report:** Chair Cohen noted that in the interests of time, he will abbreviate his report. There have been a lot of searches going on, for Deans, the General Counsel, for the Vice President of Human Resources. These have involved a lot of time-consuming activities requiring on campus and off campus participation, and he offered his gratitude and appreciation for everyone's time. They have done a good job, and we got the right people in the right spots. These were very key situations and positions, and we will be entering the Fall semester in a really good place. He thanked everyone for their efforts.
19. **President's Report:** President Lim also indicated his remarks will be brief in the interest of time. He thanked the dedicated Board members, administrators, faculty, staff and students, especially those who are here today. We are already deep in the planning for the Fall semester to ensure that we will have an outstanding start. He recently celebrated two years as President of NJIT. It has been a remarkable experience filled with tremendous achievement by our university and its people, many of which he highlighted in an anniversary message to the community. That message chronicled the full term of his presidency here, and he shared some recent highlights. He also acknowledged and thanked First Lady Gina Lim, who is his greatest partner and is always present at the public meetings of the Board.

We have been recognized along with Princeton University as the only two universities in New Jersey, and among only 54 universities nationwide to receive a 5-star rating in Money Magazine's annual Best Colleges list. This rating is based on factors such as graduation rates, cost of attendance, financial aid, and alumni salaries. That marks an improvement from last year, where we were only 4.5 stars. The latest graduate studies ranking from the US News and World report continues to boost the national standing of NJIT in the fields of engineering and computer science, with both programs ranking in the top 100. Our student athletes completed their 31st consecutive semester with a collective GPA of above 3.0 and our men's tennis team emerged as conference champions. He congratulated Athletic Director Leonard Kaplan. Two more from our NJIT family have joined the ranks of National Academy of Inventors fellows, bringing NJIT to a total of 15. Professor Wunmi Sadik and our very own Board Chair Robert Cohen were just inducted in June. This distinction is nationally recognized as the highest professional honor awarded to academic inventors. Dr. Lim also commended Vice Chair Dennis Toft, who was recently recognized just a few days ago on NJBIA's law power top 50 list. In addition, Chair Robert Cohen will also be honored at the Tri-County Scholarship Fund 43rd Annual Awards Dinner in October. Many of you have received invitations to participate with him, and Dr. Lim will be there to celebrate the honor that Chair Cohen has accomplished. Board Member Charters described the significance of this award. NJIT has always had a culture of supporting the pipeline of diverse students, of immigrant students, and students of all backgrounds to achieve the socioeconomic and professional dreams, and Tri-County is doing its best to provide scholarships to these students. We want to continue that student success here at NJIT, and it's a wonderful partnership. Ms. Charters commended Mr. Cohen and Dr. Lim for their commitment to them and our NJIT community, to make these dreams come true for students.

Dr. Lim discussed some of the recent significant hires, noting that Dean Jamie Payton, professor and previous Chair of the Department of Computer and Information Sciences at Temple University, joined NJIT this past July 1st, as the Dean of the Ying Wu College of Computing. She has hit the ground running, after a national search. Additionally, Gabrielle Esperdy, a noted architectural historian, who has been serving as Interim Dean of the Hillier College of Architecture and Design, has now been appointed as the Dean of the Hillier College of Architecture and has accelerated hitting the ground running. Dr. Lim congratulated both Dean Payton and Dean Esperdy.

20. **FY2024 Engagement and Fundraising Results:**

Vice President Alexo reported on FY 2024 Engagement and Fundraising Results, referencing the materials in the meeting packet, starting at p. 128. He is pleased to note that we surpassed 4 out of 5 of our top-level goals, and only \$86,000 short on our 5th. This is the first time in NJIT's history that we secured more than \$20 million in new gifts and pledges. We actually finished the year at \$24.4 million. That's almost \$9 million more than we raised in FY 2023. It's \$4 million than our goal of \$20 million for the year and it represents the single best fundraising year in NJIT history by more than \$5 million. The prior best year was FY 2019 where we secured \$19.2 million, because it is an important part of the Strategic Plan that is increasing the endowment to \$300 million. He also pointed out that we enjoyed our best year ever for new gifts and pledges designated for the endowment. We also increased the number of alumni who made gifts this year compared to FY 2023, and our alumni engagement score, which is an internal metric we use to measure the level of engagement of our alumni. We had hoped to end FY 2024 with 23% of our alumni at least modestly engaged with their alma mater, and we did surpass that particular target. Chair Cohen congratulated Dr. Alexo, noted that when you hit all your targets and break every record, it's obviously a collective effort, including members of the Board and people in the audience, and lots of other people on campus. So, it's a congratulations to all of us.

21. **Chief Financial Officer Report:**

Sr. Vice President Brennan called the Board's attention to the CFO report for the fiscal year ending June 30, 2024. She will not review the FY 2024 budget, which was previously reviewed as part of the public hearing this morning, and also reviewed this afternoon with the Board as part of the FY 2025 budget development. She also noted that the endowment currently standing at \$173 million, which is an all-time high and a decision to award a contract to a new investment manager was made just this past week when the Joint Investment Committee voted. Letters have gone out, and we will be working on a transition of services. Chair Cohen explained that the Joint Investment Committee, which is a combination of Foundation board members as well as Trustees interviewed quite a few firms as we look at our endowment, knowing how important our endowment is and the growth of that endowment towards the 2030 Plan to fund scholarships and other initiatives. We put a lot of time into this, and we selected a good firm; there was consensus.

22. **Clery Crime Data:**

Sr. Vice President Christ gave a report on the Clery statistics for this reporting period. We have no major incidents to report for burglary, theft and motor vehicles. Burglary, theft and motor vehicle theft are all down year-over-year with an overall decrease of 14% for Part One offenses. For the most part, things are quiet in the summer, and hopefully that trend will continue. Mr. Christ recognized the achievement of ALICE certification for the Public Safety Department. “ALICE” stands for alert, lockdown, inform, counter and evacuate. Its training related to active shooter and events of that nature, and we have been certified in this training for the past three years, which means that we have achieved an 80% plus certification of completion of training for all individuals on campus (students, faculty and staff). So it’s a very positive circumstance for an unfortunate potential. But its important, knowing that the university is prepared should something happen on this campus. Mr. Christ was asked who actually coordinates this for him. Mr. Christ responded that its our Department of Public Safety, and Captain Heather Glogolich is the primary person handling the training for that. It takes a village and we have to ensure that everyone is responsive and has done their part. We do the incoming students as part of their orientation, and we’ve been able to basically train the entire student population (at least undergraduates) face-to-face. Chair Cohen thanked Mr. Christ for staying focused on this.

23. **Report of Upcoming Calendar of Events:**

Chair Cohen called everyone’s attention to the upcoming calendar of events, noting that we start to get busy in August, with the Convocation ceremony coming up on August 30, 2024.

24. Chair Cohen announced that the next regularly scheduled Closed Session, will convene on September 19, 2024 at 11:00 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, September 19, 2024 at 11:00 a.m.

The next regularly scheduled Public Session of the Board will take place on Thursday, September 19, 2024 at 1:00 p.m.

25. The Public Session was adjourned at 4:58 p.m.