

**NEW JERSEY INSTITUTE OF TECHNOLOGY BOARD OF
TRUSTEES
MINUTES OF PUBLIC MEETING
September 19, 2024**

The meeting was called to order by Chair Cohen at 1:00 p.m. in the Agile Strategy Lab, Central King Building, NJIT Campus. In attendance were: Chair Cohen, Vice-Chairs Clayton, Stamatis and Toft, and Board Members Baynes, Charters, and Montalto. Absent: Vice Chairs DeNichilo and Shah and Board Members Dahms and 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, Golden and Wozencroft, Interim Vice President Kornstein, 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 September 4, 2024, and posted on the University website on September 4, 2024 for filing with that office and posting in such public place as designated by said Clerk.”

2. **Proclamation Recognizing HIS/Hispanic Heritage Month;**

State Senator Teresa Ruiz addressed the Board. She has been in public office close to two decades, and serves on the Senate Budget Committee. She thanked the Board and administration for inviting her here today, noting she would not miss this opportunity. The thing that drives her to want her daughter to stay in STEM is the opportunities afforded for students who graduate from here. The statistics of having employment opportunities that really resonate include graduates with close to six figure salaries, and our economy is intimately tied to what our four-year institutions are doing. We can point to a system like NJIT and STEM, and recognize that if a student applies here, they will be a New Jersey taxpayer at the end of their graduation time, and then to come here during the midst of Latino history month. Recently, NJIT was just designated as a premier Latino serving institution. Far too many of us who look like me, African American or a Latina, don't see ourselves in different spaces. She explained that she may have come to NJIT if she was mentored in a different way, one that really explored different facets and opportunities, citing her fear of math and sciences. The way we are teaching students has now shifted. She can really see that the next generation lean more into these spaces. She expressed appreciation to see kids on this campus just blocks away from where they live, getting afforded an opportunity to really launch their adulthood equipped with a foundation. She served over 10 years as the Chair of the Education Committee, stating that you can either buy a lottery ticket to try to change the trajectory of your life, or get an

actual, equitable, solid foundation, which is the biggest game changer that this country can afford anyone. While our systems may be broken when it comes to preschool through twelfth grade, if we can get a student in here, she knows that NJIT goes above and beyond. When they graduate, they are supported. On behalf of the 29th Legislative District, an all-female delegation, we have a proclamation honoring NJIT during Latino history month, and recognizing the important work that you do, and most importantly, the designation of being a Latino-serving institution. For three decades, NJIT has been at the cornerstone of really changing the face of who we are in Newark in a very progressive and inclusive way. As a Newarker, a homeowner, and a mother raising the next President of the United States, it is great to see that there is a partner in a higher education institution that recognizes the importance of being imbedded in a community and not just having an address there.

Assemblywoman Eleanor Pinto Marin was recognized and invited to make remarks; she is the Budget Chair and very critical to NJIT as well. She commended Senator Ruiz's comments and thanked President Lim. She mentioned that her 12 year old daughter, who was here on campus for the 9/11 ceremony, was discussing the summer classes here, and her dreams of becoming a pediatrician. When Ms. Pinto Marin was growing up, she really got to see how NJIT had changed, and commended the university for its inclusivity, noting the amount of females on campus. We look forward to continuing our partnership and working with all of you. She discussed Senator Sarlo's commitment to NJIT, and hearing him speak about his experience reminds us of the possibilities that our children today can achieve too. She offered congratulations to all.

Councilwoman Ghebemicael from West Orange next addressed the Board and echoed the sentiments of her colleagues, thanking NJIT for all that you do for future generations. She has an 11 year old son that loves math, and he got into honors math this year, and is interested in STEM. She stated that when he is old enough, she will make sure he attends a summer program here.

Dr. Lim thanked our honored speakers for their acknowledgement and support. This is important, because in the history of the State of New Jersey we never had a research institution that is Hispanic serving that is also an R-1 research institution. In fact there are 22 Hispanic serving R-1 universities in the country, and New Jersey only has one, NJIT. There are only two in the entire Northeast. Diversity, equity and inclusion are core values for this university because it brings strength to team dynamics. This is the reason why we're one of the most innovative and entrepreneurial campuses in America, and we appreciate your support, whether sending your children here for an education, or your work in Newark and Trenton.

3. **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 JULY 25, 2024.

4. **Public Comments:** Secretary Stern noted that there were two public speakers registered to speak, Dr. Amitabha Bose and Mr. Michael Keogh, on behalf of the PSA. Mr. Keogh ceded his time to Dr. Bose. Dr. Bose introduced himself, noting that he is a faculty member in the Department of Mathematical Sciences. He is also the PSA President, the union that represents over almost 1,100 employees here at NJIT. Our philosophy is mutual gains, and he explained what that meant, in an “if an only if” mathematical sense. The PSA’s philosophy on mutual gains is saying that the university does well, if and only if its employees do well. Under Dr. Lim’s leadership, the university is unequivocally doing well. You can see it in the strong enrollment that we have, the growing PhD program is high quality. Faculty and staff have been added. The fact is that every national ranking is improving and our trajectory is definitely going up. It hasn’t been seamless from the PSA’s point of view – there have been bumps in the road. But with the help of people like Provost Pelesko and Associate Provost Wunmi Sadiq, Andrew Christ, and Ken DeStefano, we have been able to overcome those things and we’re going to move forward. And, one of the main reasons why we’re doing well at the university is because of employees, many of whom are represented by the PSA.
5. He asked the PSA members to stand up and be recognized, and cited the following members for recognition: Andrew Sohn, Associate Professor of Computer Science, who teaches some of the most fundamental courses in computer science; Vice President and Distinguished Professor Burt Kimmelman, Department of Humanities; Allen Reed, Senior University Lecturer from Chemical Engineering, an incredible individual who works way beyond his job capacity, serving on the negotiating team and seeking grants; Mike Kehoe, Professional Staff VP; Fatima Ejallali, Professional Staff member in BME, and formerly of the Math Department, a voice of unvarnished truth; Amy Hoover, Assistant Professor in Infomatics, who always says what needs to be said; Carolyn DeVan, Senior University Lecturer in Biology, part of the negotiating team; John Esche, Senior University Lecturer in the Department of Humanities; Heidi Young, Department of Humanities Professional Staff; Martina Decker, Associate Professor and the Interim Chair of the School of Art and Design, and an incredible professional and great designer, Terry Bass, Electrical and Computer Engineering professional staff member, new to the Board, and who makes her voice heard, and last but not least our incredible senior staff representative, Michelle Tellefsen. All of the individuals, along with others make this a great university.
6. The other side of the equation is, are the employees doing well? The most important thing for the employees to do well is to have a strong and fair contract, and he commended Dr. Lim, stating his administration has negotiated a good and strong contract with the PSA. But, a strong contract is different from having the provisions within it implemented in order for the contract to be good. He has been working with Dr. Pelesko and Ms. Brennan this summer to take care of a couple of those things, but there are two major things that need to be taken care of this year: a systematic method for identifying and addressing salary inequity. Dr. Tara Alvarez and Eileen Michie are going to be leading the discussions from the PSA side. The second matter involves the development of promotional pathways for the professional staff, which will be led by Mike Kehoe. We really need for these two things to happen, and we look forward to working with the new Vice President of Human Resources and the new General Counsel, and expect that they will come to the table in the spirit of mutual gains, like we have seen.

7. Dr. Bose also thanked Ms. Stern, soon to be General Counsel Emerita, stating that she's served the university for so many years, and its been great. The PSA Governing board at its meeting last Thursday passed a resolution, which he read into the record:

PSA Governing Board Resolution Thanking Holly Stern

September 12, 2024

The PSA-AAUP congratulates NJIT's General Counsel Holly Stern on her impending retirement. While serving the University over decades in numerous capacities, Holly has been instrumental in establishing and carrying on our tradition of working to maintain positive labor relations. She has been central in ensuring we all value the importance of communication and collaboration, particularly between management and labor. Through her efforts, Holly has demonstrated that labor and management can and should work together for the good of NJIT, even if at times we may disagree. The PSA thanks Holly for all she has done over the years at NJIT. In particular, we value the work she has done with the PSA to help improve the terms and conditions of all of the employees that we represent. We wish her well in her post-NJIT years.

Ms. Stern thanked Dr. Bose and offered her thanks to all his PSA colleagues for their expression of appreciation.

8. **Proclamation Recognizing NJIT's Men's Tennis Team:**

Associate Vice President Leonard Kaplan stated that we're here today to honor the NJIT men's tennis team, and he will start by reading the Proclamation:

WHEREAS, NJIT captured the 2024 Southland Conference title;

WHEREAS, The Highlanders set a program-record for total wins (19);

WHEREAS, NJIT finished the 2024 season ranked No. 6 in the Intercollegiate Tennis Association (ITA) Northeast Region;

WHEREAS, Pablo Perez Ramos (No. 7) and Will Jenkins (No. 19) were ranked in ITA Northeast Regional singles, and (No. 8) in doubles rankings;

WHEREAS, Pablo Perez Ramos was named Southland Conference All-Tournament Most Valuable Player;

WHEREAS, Southland Conference All-Tournament singles: Will Jenkins, Oscar Callo von Platen, German Lopez Andular;

WHEREAS, Southland Conference All-Tournament first doubles: Pablo Perez Ramas and Will Jenkins;

WHEREAS, Oscar Callo con Platen and Pavel Petrov were named to be the Southland Conference Academic second team;

WHEREAS, Oscar Callo con Platen, Pavel Petrov and Nejc Skorjan were named to the College Sports Communicators All-District Team;

WHEREAS, the Highlanders held a 3.540 team GPA during the 2024 spring semester;

WHEREAS, the NJIT men's tennis team has become a symbol of pride and success to NJIT;

WHEREAS, the NJIT men's tennis team should be praised for its historic season of both athletic and academic accomplishments;

NOW THEREFORE, BE IT RESOLVED that the New Jersey Institute of Technology Board of Trustees congratulates the NJIT Men's Tennis team on playing in the program's first ever NCAA Division 1 Tournament, and recognizes the athletic program of New Jersey Institute of Technology for encouraging student-athletes to achieve in both athletics and academics.

Chair Cohen congratulated Mr. Kaplan and Coach Matteucci, stating that on behalf of NJIT we are extremely proud of this tennis team, and also all of the athletic teams at NJIT's campus. Will Jenkins accepted the recognition on behalf of the Men's Tennis Team, thanking the President, Mr. Kaplan and the members of the Board of Trustees. He stated that the accomplishments listed are certainly ones they are proud of, but would not have occurred without the support of the university and the Athletics Department. He noted that they are fortunate to have the Naimoli Tennis Center as a dedicated indoor facility for our men's and women's tennis program, and not have to contend with northeastern weather and the demand for court time, which provides us with the opportunity to hone their skills and compete at the highest level. They are so appreciative for Mr. Kaplans's efforts in finding them a home in the Southland Conference after NJIT joined the America East Conference, which does not sponsor tennis. This was a special opportunity not only to play tennis and qualify for the NCAA tournament, but also to attend this outstanding academic institution. The lessons we have learned in the classroom and the court will serve us very well in our future. We continue to represent you, the university and the Athletics Department with pride and distinction.

9. Dean Boger introduced the next student speaker, Tammy Pelaez, a student in Management Information Systems. She will be graduating in May 2025, born and raised in Newark New Jersey. Tammy is committed to advocacy and community service. She worked as a legislative aide for the City of Newark. She is dedicated to community outreach and social media engagement. She's a fellow with America Needs You. She is one of 75 first generation college students in New Jersey selected for leadership training, and is a passionate advocate for inclusivity and community empowerment.

Ms. Peleaz addressed and thanked the Board, faculty and guests. She described her experience growing up. Her mother, an immigrant from the Dominican Republic, would travel by public

transportation with her, and on her frequent trips she remembered the Warren Street/NJIT station. She would joke with her mother that this was her stop, and that she had to go to school. Fast forward to her senior year in high school, her dream became a reality. While the transition from high school to college is rarely smooth for most students, for her it was one of the best experiences of her life, thanks to NJIT's Educational Opportunity Program and the summer enrichment program which gave her a unique head start. Through EOP she learned critical life skills, responsibility, resilience and most importantly, a second family. One of the most impactful connections she made was with her EOP advisor, Dr. Oquendo, who became her mentor and her rock. Through her, she learned about the two-year career development program specifically for low-income first-generation students like herself. She got her first job as an office assistant at the Hispanic American Foundation. She saw NJIT's profound influence on non-profit organizations, and the ways it helped first-generation low-income students navigate the complex path to higher education. NJIT provides resources often before you even realize you need them. She is deeply passionate about spreading the word to other students to encourage them to seek out these opportunities. After her work-study funds ran out, she volunteered to continue working at the Hispanic American Foundation, where the Chairman and CEO appointed her to their Board of Directors, where she continues to support the Foundation's mission. She has served in leadership roles at NJIT, including Residence Life, taken on internships and held executive board positions in student organizations. One of her proudest accomplishments is serving as a representative for the Hispanic Association of Computing College students as their external Vice President. She is living proof of NJIT's involvement in Newark, allowing students like her to grow both personally and professionally. She commended NJIT on its groundbreaking milestone by being designated as an HSI and extended her deepest gratitude to the university, as not only a place of learning, but a place of growth and empowerment. Together we can continue to create an environment where every student, regardless of their background can feel supported and empowered to achieve their dreams.

Ms. Pelaez was thanked for sharing her experience, and it is fitting as we celebrate our designation as a Hispanic serving institution. Board Member Charters presented a resolution from the City of Newark Municipal Council commending NJIT, HIS and Hispanic Heritage month. The members of the Newark Municipal Council expressed their appreciation for the opportunity to celebrate NJIT's designation as a Hispanic serving institution and congratulated NJIT on receiving this distinguished honor.

10. **Chair's Report:**

Chair Cohen thanked the Trustees for all the time they have devoted, including working through committees and some other items throughout the summer. He also offered his thanks and gratitude to faculty and administration, especially those who have been involved in the hiring of the new faculty. When he sees our faculty, they are positive on the university, impacting our brand recognition and the way we articulate all the great things about the university; we are hitting our stride. The new faculty don't just come here for a job, but because they think this is the right place for them, and you are the right people to work with. Congratulations were offered on an unbelievable selection of faculty. There was a lot of pride on Convocation Day.

11. President's Report:

Dr. Lim indicated he will make his remarks brief in the interest of time. In addition to the enrollment and research achievements, he highlighted the fact that we are now on the Forbes list of best employers in the State of New Jersey. He took the opportunity to thank our dedicated Board members, and the members of the President's Council who are here today, including the Deans, as well as the faculty, staff and students, for their unwavering commitment to the university. He also offered thanks to First Lady Gina Lim, who has not missed a meeting, and for serving as NJIT's ambassador.

12. BY A MOTION DULY MADE BY MR. STAMATIS AND SECONDED BY DR. BAYNES AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION FOR NJII OPERATING CASH.
13. BY A MOTION DULY MADE BY MS. CLAYTON AND SECONDED BY MS. MONTALTO AND UNANIMOUSLY APPROVED, EXCLUDING MR. TOFT'S RECUSAL, THE BOARD VOTED TO ADOPT THE RESOLUTION FOR THE EXECUTION OF A DESIGN-BUILD CONTRACT TO CONSTRUCT A REPLACEMENT FOR OAK HALL WITH A TARGETED GUARANTEED MAXIMUM PRICE.
14. BY A MOTION DULY MADE BY DR. BAYNES AND SECONDED BY MS. CHARTERS AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO AUTHORIZE THE DISTRIBUTION OF FUNDS TO SUPPORT NJIT MAKES STUDENT ENTREPRENEURS: A UNIVERSITY LEVEL APPROACH.
15. BY A MOTION DULY MADE BY MR. STAMATIS AND SECONDED BY MR. TOFT AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO AWARD ENTERPRISE RESOURCE PLANNING (ERP) SOFTWARE.
16. BY A MOTION DULY MADE BY MR. STAMATIS AND SECONDED BY MR. TOFT AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO AWARD ENTERPRISE RESOURCE PLANNING (ERP) PROFESSIONAL SERVICES IMPLEMENTATION PARTNER.
17. BY A MOTION DULY MADE BY MS. CLAYTON AND SECONDED BY MS. CHARTERS AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO AUTHORIZE THE RENEWAL OF THE UNIVERSITY INSURANCE PROGRAM.
18. Chair Cohen stated that the next resolution was to recognize Holly Stern, Vice President and General Counsel, who is retiring from that position. He read the resolution into the record, and presented Ms. Stern with a bound copy of the Proclamation on behalf of the Board. Ms. Stern stated that she was incredibly moved by the appreciation and gratitude, and seeing all the faces in the room and all the people she has worked with over the years, some for a short period of time, and others for far longer. She expressed her deep gratitude and appreciation for her colleagues within the Office of General Counsel, stating that she couldn't have accomplished any

achievements without them. It takes a village, and the team of incredible professionals within the Office of General Counsel have made it a joy to work at NJIT. She additionally thanked Chair Cohen and the members of the Board, President Lim, members of the of the Administration, and her faculty and staff colleagues who have helped guide the philosophy of the university and make it a better place. She recounted the changes over the years, adding that NJIT was always great, carrying a seed of excellence, excitement, innovation and its just gotten better. She concluded that she knows she is leaving the university in good hands with her colleagues, and her successor General Counsel Sandy Curko, and she committed to remaining a loyal member of the university community and help in any way she can, going forward.

19. BY A MOTION DULY MADE BY DR. BAYNES AND SECONDED BY MS. MONTALTO AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION RECOGNIZING HOLLY STERN FOR YEARS OF SERVICE TO NJIT.

20. **Clery Crime Data:** Vice President Christ called the Board’s attention to the Clery Statistics that were presented to the Board within the materials that were provided.

21. Chair Cohen announced that the next regularly scheduled Closed Session will convene on November 7, 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, November 7, 2024 at 11:00 a.m.

The next regularly scheduled Public Session of the Board will take place on Thursday, November 7, 2024 at 3:00 p.m.

22. The Public Session was adjourned at 2:06 p.m.