

COUNTY COLLEGE OF MORRIS
BOARD OF TRUSTEES MINUTES
REGULAR MEETING
April 17, 2018

CALL TO ORDER

Board of Trustees Chair Paul R. Licitra called the regular meeting of the Board of Trustees of the County College of Morris to order at 6:00 p.m., in the Board Room, Henderson Hall. Chair Licitra stated that in compliance with the Open Public Meetings Act of the State of New Jersey, adequate notice of this Regular Meeting of the Board of Trustees has been satisfied by the inclusion of the date, and time of this Regular Meeting in the annual notice of regular meetings of the Board. Such annual schedule and notice of regular meetings is posted on the bulletin board outside the President's Office, was mailed to the Daily Record and Star Ledger, and was filed with the Clerk of the County of Morris on November 16, 2017.

ROLL CALL

Trustees Advokat, Bogaard, Dredden, Hadzima, Jinks, Pepe, Raymond, Weisberg, and Chair Licitra were in attendance. Trustee Frost was absent. Alumni Trustee Abat, President Iacono, and Attorney Chait were also in attendance.

ADOPTION OF RESOLUTION TO DISCUSS MATTERS IN CLOSED SESSION

RESOLVED, At the Regular Meeting of the Board of Trustees on April 17, 2018, that pursuant to Sections 7 and 8 of the Open Public Meetings Act, the following subjects be discussed in a session closed to the public at approximately 6:00 p.m., Henderson Hall, Room HH 103.

1. Compensation for Professional Services
2. Employee Resignations, and Retirements
3. New Employee Appointments
4. Reclassification of Positions
5. Faculty Appointment and Salary Revisions, Spring 2018 Semester
6. Appointment of Adjunct II Level
7. Faculty Promotion, Tenure, Reappointment and Non-Reappointment of Non-Tenured Faculty, and Establishment of Teaching Assignments, 2018-2019
8. Professor Emeritus Appointment
9. Matters involving the attorney-client privilege.

It is anticipated that all of the above items will be disclosed to the public at the reconvened session of the Board at 6:30 p.m. with the exception of Item #9.

Upon the motion of Trustee Pepe and the second of Trustee Dredden, Chair Licitra called for discussion by members of the Board. There being no discussion, Chair Licitra called for a voice vote of the Board. The voice vote of the Board indicated that all present were in favor. The meeting was closed to the public at 6:02 p.m. The public meeting reconvened at 6:30 p.m.

Freeholder Heather Darling, liaison to the County College of Morris Board of Trustees, was in attendance at the meeting and was invited by Chair Licitra to sit at the table with the Trustees.

PLEDGE OF ALLEGIANCE

Chair Licitra invited everyone to rise and salute the flag. Everyone rose, saluted the flag and recited the Pledge of Allegiance. Following the flag salute the Board of Trustees and others present at the meeting observed a moment of silence.

APPROVAL OF MINUTES

Chair Licitra called for consideration of the minutes of the special meeting of March 6, 2018, and the regular meeting of March 13, 2018, including the closed session. Upon the motion of Trustee Pepe and the second of Trustee Dredden, Chair Licitra called for a voice vote of the Board. The voice vote of the Board indicated that all were in favor of the minutes as distributed; Trustee Jinks abstained from the vote.

RECOGNITION OF RETIRING EMPLOYEE

Terry Backman, Public Safety Officer, was recognized for his 25 years of service to County College of Morris.

RECOGNITION OF MIDDLE STATES TEAM LEADERS

Dr. Matthew Jones, Professor Meimee Persau, and Professor John Soltes were recognized for their contributions in the planning, writing and presentation of the County College of Morris Middle States Commission on Higher Education Self-Study Report. Professor Persau responded with comments, Attachment A.

PRESENTATION ON SEIZING EVERY MOMENT TO MOVE CCM FORWARD WITH DATA

Vice President Rob Stirton, Institutional Effectiveness, and Vice President Bette Simmons, Student Development and Enrollment Management, provided a presentation on the use of data at County College of Morris. The presentation is on file in the Office of the President. In response to a question from Trustee Bogaard, it was stated that the data is protected behind a firewall and any data that is shared is public information. President Iacono mentioned that the consumer laws require colleges to provide general public information on the college website. It was clarified that no specific student information is shared. Trustee Dredden noted the dangers of the reliance on data outcomes and asked about safeguards in place with the data. Vice President Stirton responded that the college is educating employees on how to use data. It was noted that participation in Achieving the Dream will assist the college in the assessment of the college program offerings. Vice President Stirton also noted that national benchmarks are important for context and perspective of college data. In response to a question from Trustee Pepe, Vice President Stirton reported that there is a Data Governance Committee and exception report that safeguards the data from internal manipulation.

COUNTY COLLEGE OF MORRIS FOUNDATION GALA UPDATE

Katie Olsen, Executive Director of the CCM Foundation, reminded the Board of the May 4 Foundation Gala which will kick off the 50th anniversary celebrations. Invitations were distributed to the Board members present.

REPORT OF THE PRESIDENT

President Iacono referred the Board to the written Report of the President that is on file in the Office of the President.

REPORT OF THE TREASURER

Treasurer Advokat moved for the adoption of the following resolutions.

- A. RESOLVED, That the check numbered 3039 in the amount of \$75,240.00 be approved and payment authorized for capital improvements.

Trustee Pepe seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- B. RESOLVED, That in accordance with the County College Contracts Law, a purchase order be issued to the following vendor for a purchase that is exempt from public advertising and as an exception to the requirement for public advertising:

<u>Ref.</u>	<u>Description</u>	<u>Vendor</u>	<u>Amount</u>
15	Consultant	Christine Schloesser Morristown, NJ	\$5,000.00 estimated

Employee Assistance Program from December 1, 2017 through June 30, 2019 for Human Resources.

Trustee Weisberg seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- C. RESOLVED, That in accordance with the County College Contracts Law, purchase orders be issued to the following vendors for purchases following public advertising:

<u>Bid #</u>	<u>Description</u>	<u>Vendor</u>	<u>Amount</u>
B1718-37DD	Haas Engineering Toolroom Mill	Allendale Machinery Systems, Inc. Upper Saddle River, NJ	\$39,471.00

One (1) Haas Engineering Toolroom Mill, TM-1P @ \$28,045.75; one (1) 4th Axis Drive and Wiring @ \$2,120.75; one (1) Wireless Intuitive Probing System – Reinshaw @ \$4,670.75; one (1) Haas Control Simulator #CSMD @ no charge; one (1) Ridig Tapping @ \$1,270.75; rigging @ \$3,363.00; training @ no charge; and installation @ no charge for the Engineering Department.

Upon the second of Trustee Hadzima, Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor. The Report of the Treasurer was concluded.

PERSONNEL MATTERS

Committee Chair Weisberg moved for the adoption of the following resolutions.

- A. RESOLVED, That the Board of Trustees approve compensation for those person listed on Attachment #1 for professional services to the college for the purposes stated on Attachment #1.

Trustee Hadzima seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- B. RESOLVED, That the Board of Trustees approve the acceptance of the following employee resignations, and retirements:

- Anthony Ventrella, resignation, effective 3/31/18
- Terry Backman, retirement, effective 4/20/18
- Nicholas Falone, retirement, effective 5/30/18
- Shirl Lindstedt, retirement, effective 5/31/18
- Lee N. Collins, resignation, effective 6/21/18
- Anthony Di Stasio, resignation, effective 6/21/18
- William Hunter, retirement, effective 6/21/18
- Doreen Sabella, retirement, effective 6/21/18
- Frederic Wynn, retirement, effective 6/21/18
- Camille Barrett, retirement, effective 6/29/18
- Michelle Roe, retirement, effective 6/29/18

Trustee Dredde seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- C. RESOLVED, That the new employee appointments listed on Attachment #2 be approved.

Trustee Advokat seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- D. WHEREAS, The Personnel Committee has reviewed the rationale for the following reclassifications;

NOW THEREFORE BE IT RESOLVED, That upon the recommendation of the Personnel Committee and the President, the Board authorizes the following reclassifications:

- Reclassify the position of Administrative Assistant, EOF, CCMSA, Grade E-35, to CCMSA Grade F-35, with a salary of \$36,501, effective April 18, 2018
- Reclassify the position of Coordinator of Distance Learning-Virtual Campus, AAPF Grade 14 to AAPF, Grade 15, with a salary of \$68,306, effective April 18, 2018
- Reclassify the position of Lab Assistant II, Bio/Chem, AAPF Grade 12 to Lab Assistant I, Bio/Chem, AAPF, Grade 13, with a salary of \$48,345, effective April 18, 2018
- Reclassify the position of Division Administrative Assistant, School of Professional Studies & Applied Sciences, CCMSA, Grade G-35, to Executive Administrative Assistant, School of Professional Studies & Applied Sciences, Management, Grade 28, with a salary of \$54,848 effective April 18, 2018

Trustee Jinks seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- E. RESOLVED, That the revisions to the faculty appointments and salaries for the 2018 Spring semester be approved as stated on Attachment #3.

Trustee Hadzima seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- F. RESOLVED, That the adjunct faculty listed on Attachment #4 qualifies for placement at the Adjunct II level, with a pay rate in accordance with the Adjunct Faculty Promotion and Evaluation Procedures, effective Fall 2018.

Trustee Dredde seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- G. RESOLVED, That having been recommended by the President, the Board of Trustees hereby approves the faculty promotions, tenure, reappointment of non-tenured faculty, and establishment of teaching assignments for the Academic Year 2018-2019 as indicated on Attachment #5.

Trustee Advokat seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- H. BE IT RESOLVED, That Professor Nial McCabe be appointed Professor Emeritus of the Department of Engineering Technologies, at the County College of Morris, with all the rights and privileges pertaining thereto.

The administration is to prepare appropriate formal resolutions on behalf of the Board of Trustees for presentation at the 2018 Commencement ceremony.

Trustee Hadzima seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor. The Report of the Committee on Personnel was concluded.

COMMITTEE ON LANDS AND BUILDINGS

On behalf of Committee Chair Frost, Trustee Pepe moved for the adoption of the following resolution.

- A. WHEREAS, The County College of Morris has publicly advertised for bids for the DeMare Hall Photography Suite Renovation Project under Bid #B1718-49JK; and

WHEREAS, Brahma Construction Corporation, located at 1360 Route 23, Wayne, NJ 07410 submitted a bid in the amount of \$735,000.00; and

WHEREAS, Brahma Construction Corporation, was the low bidder for the said project; and,

WHEREAS, By correspondence dated April 3, 2018, the architects, EI Associates recommend award of the bid to Brahma Construction Corporation;

NOW, THEREFORE, BE IT RESOLVED, On this 17th day of April, 2018, by the Board of Trustees of the County College of Morris that Brahma Construction Corporation be awarded the contract for Bid # B1718-49JK in the amount of \$735,000.00.

Trustee Weisberg seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor. The Report of the Committee on Lands and Buildings was concluded.

COMMITTEE ON FINANCE AND BUDGET

Committee Chair Pepe moved for the adoption of the following resolution.

- A. WHEREAS, N.J.S.A. 18A:64A-25 et seq. authorizes contracting units to establish a Cooperative Pricing System and enter into Cooperative Pricing Agreements for its administration; and

WHEREAS, NJEdge Net, Inc. – EdgeMarket Cooperative, hereinafter referred to as the “Lead Agency” has offered voluntary participation in a Cooperative Pricing System for the purchase of goods and services; and

WHEREAS, On April 17, 2018, the governing body of the County College of Morris, County of Morris, State of New Jersey duly considered participation in a Cooperative Pricing System for the provision and performance of goods and services;

NOW THEREFORE, BE IT RESOLVED as follows:

This resolution shall be known and may be cited as the Cooperative Pricing Resolution of the County College of Morris pursuant to the provisions of N.J.S.A. 18A:64A-25 et seq., the Vice President of Business and Finance and the Purchasing Manager are hereby authorized to enter into a Cooperative Pricing Agreement with the Lead Agency.

The Lead Agency shall be responsible for complying with the provisions of the County College Contract Law N.J.S.A. 18A:64A-25 et seq. and all other provisions of the revised statutes of the State of New Jersey.

This resolution shall take effect immediately upon passage.

Trustee Weisberg seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor. The Report of the Committee on Finance and Budget was concluded.

COMMITTEE ON ACADEMIC AND EDUCATIONAL PROGRAMS

Committee Chair Hadzima moved for the adoption of the following resolution.

- A. BE IT RESOLVED, That the County College of Morris does terminate the Systems and Application Software Certificate of Achievement, CIP 11.0601, effective April 18, 2018. Students

currently enrolled in this major will be able to continue with the major until May 31, 2021 to complete the certificate of achievement.

- B. BE IT RESOLVED, That the County College of Morris does terminate the Administrative Support Certificate of Achievement, CIP 11.0301, effective April 18, 2018. Students currently enrolled in this major will be able to continue with the major until May 31, 2021 to complete the certificate of achievement.

Trustee Jinks seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- C. BE IT RESOLVED, That the Board of Trustees approve and adopt the Policy for Awarding Honorary Degrees as indicated on Attachment #6.

Trustee Dredde seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor. The Report of the Committee on Academic and Educational Programs was concluded.

NEW BUSINESS.

Treasurer Advokat commented that Trustee Pepe runs a great meeting serving as Chair of the Committee on Finance and Budget.

Trustee Advokat reported that Trustees Pepe, Raymond, and he attended the reading of the draft report of the Middle States visiting team and he was very proud to hear the commendations. Trustee Raymond noted that most of the suggestions and recommendations were those already included in the Self-Student Report prepared by the college.

Chair Licitra reported that the Morris County Library received assistance and fundraising guidance from Katie Olsen, CCM Foundation Executive Director. The Morris County Library Foundation is seeking a liaison from CCM Board of Trustees. Trustee Advokat responded with his interest in serving as the liaison if their meetings are held in the evening.

Chair Licitra noted that he will be absent from the May 15 Trustee meeting; he encouraged full participation in the Gala fundraising; and reported that Ms. Bell would be scheduling a meeting with some Trustees.

Freeholder Darling addressed the Board at this time and mentioned that she has reviewed the college Strategic Plan, attended the State of the State of Manufacturing at CCM, and attended the meeting with the Picatinny Innovation Center. She thanked the Board of the Trustees and employees for their work on behalf of the County and noted the success and high reputation of the college is a result of the dedication of the Trustees and employees. Trustee Pepe responded with appreciation for the Freeholders' support of the college with the recent approval of Chapter 12 funding. Trustee Weisberg encouraged Freeholder Darling to share her good thoughts about the college with the other members of the Freeholder Board.

Trustee Bogaard reported that the Chester Library will be contacting the college for assistance in hiring an intern.

QUESTIONS AND COMMENTS FROM THE PUBLIC

Chair Licitra called for questions or comments from the public at 8:10 p.m. Sheri Ventura thanked the Board for the approval of her position reclassification. There were no further questions or comments from the public.

The being no further business to conduct, the public meeting was adjourned at 8:11 p.m.

Respectfully submitted,
Denise M. Bell
Recording Secretary

Board of Trustees, Dr. Iacono, the President's Cabinet, and guests:

On behalf of Dr. Jones and myself, thank you for your kind words and recognition. Mostly, however, we thank you for the opportunity to head such an important project for the school. We were promised that we would learn about Middle States Accreditation and about the County College of Morris, and this process fulfilled both promises.

We have had a very successful run. At this time, we'd like to recognize several people whose support and expertise we relied on, and we were not disappointed.

First, we greatly thank Dr. Dwight Smith. Whether it was luck or his genius to pair Dr. Jones and me together, we found our strengths to be complimentary. For four years, Dr. Smith has been our mentor, our advisor and our advocate. He allowed us the freedom to run the project as we saw appropriate but he was always available to give us the proper advice, information or support.

Second, we were certainly lucky to have three vice-presidents who were so knowledgeable in Middle States requirements. Even though we knew nothing going in, we had on-campus resources who were always generous with their time and expertise.

Third, thank you for adding a Writer to our group. With that said, I had not personally met Professor John Soltes before this project. It would be difficult for me to name a more genuine, thorough and conscientious colleague as he, and I have been working for many decades. A simple "thank you" to him does not come close to conveying our gratitude for all his work.

Fourth, a tremendous shout-out to the fifteen subcommittee co-chairs that led the eight groups. We were careful in selecting the persons for these positions, and we have some satisfaction that we were correct in our initial assessment of their commitment to the work. They carried out the tasks of the day-to-day operations in the Standards – they organized their groups, divided up the work, collected the information, and some even hosted meetings within their subcommittees before the Team Visit, just to prepare for their interviews. We have two of them in the room tonight – VPs Vanderhoof and Burk. Dr. Jones and I are greatly appreciative of what they have done these past several years.

Finally, we believe the successful outcome of the reaccreditation process is due, in part, to the school that we have today and to the response to the findings of the self-study. There are many wonderful things about CCM, and the reaccreditation process just defined them for all to see. However, CCM is not perfect and, as expected, we found a number of issues. We congratulate Dr. Iacono and the Administration for (a) acknowledging the issues and (b) preparing plans and carrying out actions to address them. Instead of contradicting the evidence, they embraced the true spirit of the peer review and sought to make things better. This, more than anything, will allow CCM to grow in the next 50 years.

Thank you,
Meimee Persau
2018 Self-Study Co-Chair

**REMUNERATION FOR PROFESSIONAL SERVICES
FOR THE MONTH OF APRIL 2018**

NAME	DATES OF SERVICE	PAYMENT	REASON
Andrew, Lesley	02/24/2018	\$480.00	Taught Intravenous Venipuncture Cert. for CPP
Augustin, Pascale	1/1-10/18	\$1,800.00	Taught Certified Drug & Alcohol for CBT
Ayres, Matthew	03/06/2018	\$100.00	Writing Focus Workshop
Bahner, Hilda	2/5/18-3/8/18	\$4,080.00	Taught ESL Beginner, Beginner 2, & Advanced for CPP
Balish, Alexander	2/17,23/2018	\$420.00	Taught HC Prof. BLS for CPP
Ballone, Carrie	2/15,20/18	\$800.00	Taught Emotional Intelligence for CBT
Bamford, Colleen	2/15-28/18	\$175.00	CTL Blackboard Tutor
Beacken, Anne	03/27/2018	\$100.00	Nursing College Success Workshop
Bowers, Glenn	12/19/17-2/15/18	\$340.00	Shot clock & Scoreboard for Basketball games
Braun, Jutta	3/30-31/18	\$1,200.00	EPIC Training for faculty
Cantelmo, Concetta	2/15,22/18;3//1,10/18	\$240.00	Testing Center Admin & Proctoring Coverage
Chegwidden, Jim	1/20/18-2/27/18	\$230.00	Shot clock & Scoreboard for Basketball games
Ciccolella, Bea	2/6,8,13,15/18	\$420.00	Excel 2: instruction for Women's Center clients
Cupo, Marina	2/13/18-3/8/18	\$1,050.00	Taught ESL 2 for CBT
Cupo, Marina	2/12/18-4/11/18	\$918.00	Taught ESL Beginner 2 for CPP
Cupo, Marina	10/26/17-1/18/18	\$200.00	Taught ESL - Assessment for CPP
DeMattio, Debra	02/27/2018	\$100.00	Intro & Conclusions: Rhetorical/Literacy Workshop
Faines, Ronald	2/17,24/18	\$816.00	Taught Professional Growth for CPP
Faines, Ronald	03/10/2018	\$408.00	Taught C507 Supervision for CPP
Faines, Ronald	03/24/2018	\$408.00	Taught C508 - Community Involvement for CPP
Fameux, Edna	01/12/2018	\$400.00	Taught CAN Skills Review & Exam for CPP
Favia, Dale	02/16/2018	\$200.00	Taught Business Prof: Eliminating Roadblocks for CBT
Favia, Dale	2/6-27/18	\$400.00	Taught Neighbors Helping Neighbors for CBT
Ferreira, Sharon	2/5/17-3/8/18	\$1,785.00	Taught ESL Advanced & ESL -TOEFL Prep for CPP
Fitzgerald, Elizabeth	3/30-31/18	\$1,200.00	EPIC Training for faculty
Gaffney, Anthony	1/20/18-3/10/18	\$1,128.00	Taught AutoCAD Level 1 for CPP
Garbarino, Claude	2/10/18-3/3/18	\$816.00	Taught CPT & HCPCS Coding Course for CPP
Garbarino, Claude	3/10-17/18	\$408.00	Taught Navigating the Medical Record for CPP
Garver, Alyce	2/16/18	\$200.00	Taught Skype for Business for CBT
Garver, Alyce	03/06/2018	\$400.00	Taught One Drive & SKYPE for Business for CBT
Garver, Alyce	1/15/18-3/5/18	\$420.00	Taught Program Development for Skype & One Drive for CPP
Gigliotti, Samantha	02/22/2018	\$100.00	Proper Construction of Tables, etc. for Bio Workshop
Gilberti, Laraine	2/20,22,27/18;3/1/18	\$420.00	Taught Word 1 for Women's Center Clients
Gordon, Ramon	2/5/18-3/7/18	\$1,020.00	Taught ESL Beginner 2 for CPP
Grant, Rosemary	2/19,26/18;3/5,10/18	\$172.50	Testing Center Admin & Proctoring Coverage
Halbach, Chuck	1/9/18-3/1/18	\$120.00	Shot clock for Basketball games
Harris, Lisa	01/24/2018	\$400.00	Taught Problem Solving: Eliminate Barriers for CBT
Harris, Lisa	02/22/2018	\$400.00	Taught Critical Thinking Skills for CBT
Harris, Lisa	02/27/2018	\$400.00	Taught Coaching Skills for CBT
Hernandez, Patricia	02/21/2018	\$400.00	Taught Social Media for Success for CBT
Kari, Jessica	2/6/18-4/12/18	\$1,128.00	Taught ESL Beginner 2 for CPP
Kenneweg, Lisa	02/23/2018	\$400.00	Taught Access: Acquire Fund. Database Skills for CBT
Lemme, Bryan	2/15-28/18	\$600.00	CTL Blackboard Tutor
Lenyk, Vivian	2/5/18-3/7/18	\$1,020.00	Taught ESL Intermed. For CPP
Lynch, Kelly	3/30-31/18	\$1,200.00	EPIC Training for faculty

NAME	DATES OF SERVICE	PAYMENT	REASON
Maione, RoseAnn	03/12/2018	\$67.50	Testing Center Admin & Proctoring Coverage
Martinez, Christina	02/14/2018	\$400.00	Taught Managing Multiple Priorities under Pressure for CBT
Martinez, Christina	02/21/2018	\$400.00	Taught Improve Your Communication for CBT
Martinez, Christina	02/19/2018	\$260.00	Taught Service Excellence for Private Practice for CBT
Martinez, Christina	02/26/2018	\$260.00	Taught Service Excellence for Private Practice for CBT
Martinez, Christina	03/06/2018	\$260.00	Taught Communicating with Clarity Level 1
Martinez, Christina	3/7,15/2018	\$520.00	Taught Service Excellence for Private Practice for CBT
Martinez, Christina	02/28/2018	\$520.00	Taught Peer to Supervisor for CBR
Martinez, Christina	03/01/2018	\$260.00	Taught Business Professionalism for CBT
Martinez, Christina	03/01/2018	\$260.00	Taught Art of Giving Back for CBT
Martinez, Christina	03/14/2018	\$260.00	Taught Shift Happens for CBT
Martinez, Christina	03/14/2018	\$260.00	Taught Communicating with Clarity Level 1
Martinez, Christina	03/27/2018	\$260.00	Taught Creative Problem Solving for CBT
Martinez, Christina	03/27/2018	\$260.00	Taught Communicating with Clarity Level 2
Mosso, Ray	12/21/17-3/1/18	\$455.00	Announcing for Basketball games
Nachevnik, Igor	2/3/18-3/3/18	\$1,410.00	Taught Comptia A+ Essentials Hardware for CPP
O'Brien, Emily Rae	2/27,28/2018	\$800.00	Taught Excel Level I for CBT
O'Brien, Emily Rae	03/07/2018	\$400.00	Taught Excel Levels 2 & 3 for CBT
O'Brien, Emily Rae	03/08/2018	\$400.00	Taught Excel Levels 2 & 3 for CBT
O'Brien, Emily Rae	03/22/2018	\$200.00	Taught Word 2 for CBT
O'Brien, Emily Rae	03/22/2018	\$200.00	Taught PowerPoint Level 2 for CBT
Occhipinti, Georgann	02/07/2018	\$400.00	Taught Strategic Planning for CBT
Occhipinti, Georgann	02/21/2018	\$400.00	Taught Problem Solving using Root Cause Analysis for CBT
Occhipinti, Georgann	03/06/2018	\$400.00	Taught Strategic Planning Overview for CBT
Petti, Ciro	1/16/18-2/20/18	\$918.00	Taught Plan Project Success for CPP
Petti, Ciro	1/17/18-2/7/18	\$612.00	Taught The Strategic Power for CPP
Pravec, Norma	2/5/18-3/7/18	\$1,020.00	Taught ESL Intermed. For CPP
Puizina, Donna	11/13-30/18	\$188.00	Instructor Shadowing for CPP
Rothman, Nancy	2/15-28/18	\$1,912.50	Taught Certified Nurse Aide for CPP
Rothman, Nancy	3/1-14/18	\$739.50	Taught Certified Nurse Aide for CPP
Rothman, Nancy	1/12/18-3/10/18	\$739.50	Taught Certified Nurse Aide for CPP
Rousseau, Jennifer	2/10/18-3/17/18	\$756.00	Taught MS-Word Essentials for CPP
Sains, Scott	12/19/17-3/1/18	\$490.00	Stats for Basketball games
Seibert, Theresa	2/24-27/18	\$336.00	Taught Mental Health - Adult Module for CPP
Shouler, Kenneth	03/01/2018	\$100.00	Supporting Positions w/ Facts - Business-Writing Focus WS
Shroupim, Magdy	2/3-24/18	\$612.00	Taught Accounting Fundamentals for CPP
Solomons, William	02/22/2018	\$50.00	CTL Blackboard Tutor
Sterzer, Kenneth	02/13/2018	\$126.00	Taught Total Rewards: Comp & Benefits for CPP
Swern, Lauren	2/20-27/18	\$252.00	Taught Face to Face Communications for CPP
Sykes, Michelle	2/12/18-3/8/18	\$1,008.00	Taught Anatomy for Healthcare Professionals for CPP
Tamburelli, Patricia	June, July 2017	\$2,181.27	Grant Activities
Treibman, Judy	1/23/18-2/20/18	\$378.00	Taught Total Rewards: Comp & Benefits for CPP
Turner, Derrick	03/25/2018	\$100.00	Banquet Server for Middle States Team Reception Dinner
Vill'Neuve, Denise	7/1/17-3/31/18	\$500.00	Taught MRI Clinical for CPP
Vill'Neuve, Denise	9/1/17-12/21/17	\$500.00	MRI Program for CPP
Wardlow, Greg	12/19/17-3/1/18	\$250.00	Shot clock & Scoreboard for Basketball games
Wayne, Celeste	2/15-28/18	\$100.00	CTL Blackboard Tutor
Yost, Vivian	02/06/2018	\$126.00	Taught Total Rewards: Comp & Benefits for CPP

April 17, 2018

The following actions commence as of the date indicated and end on June 30, 2019.

The annual salaries are prorated for the period.

RATIONALE:	NAME:	EFFECTIVE DATE:	ACTION/ POSITION:	SALARY/ WAGE:
FAC:				
REPLACEMENT	Biondi, Megan	30-Aug-18	<u>Appointed to:</u> Assistant Professor Languages	\$58,817
CCMSA:				
REPLACEMENT	Ruiz, Ovimmar	18-Apr-18	<u>Appointed to:</u> Custodian II (Evenings) Plant & Maintenance	\$32,839
REPLACEMENT	Wotanowski, Michael	23-Apr-18	<u>Appointed to:</u> Groundskeeper 1 Plant & Maintenance	\$32,839
REPLACEMENT	Lamberto, Maureen	23-Apr-18	<u>Appointed to:</u> Office Assistant Nursing	\$30,100

ADJUNCT FACULTY APPOINTMENT AND SALARY REVISIONS
Spring 2018 Semester

<u>Name</u>	<u>Dept.</u>	<u>Salary</u>		<u>Code</u>
		<u>From</u>	<u>To</u>	
Debiec, William	01620	\$0.00	\$952.00	N
Turner, Jonathan	01060	\$0.00	\$2,142.00	C
Dill, Linda	01060	\$4,728.00	\$6,304.00	C
Beacken, Anne	01020	\$7,092.00	\$8,668.00	C
Lavin, James	01060	\$1,428.00	\$5,712.00	C
Opper, Stacy	01420	\$7,092.00	\$4,728.00	C

<p><u>Codes:</u> C = COURSE/CREDIT HOURS ADDED OR DELETED N = NEW FACULTY ADDED</p>
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**PLACEMENT AT ADJUNCT II LEVEL
EFFECTIVE FALL 2018 SEMESTER**

SCHOOL OF PROFESSIONAL STUDIES AND APPLIED SCIENCES
Iris Kaifa, Business

**TENURED FACULTY RECOMMENDED FOR PROMOTION
ACADEMIC YEAR 2018-2019**

<u>Name</u>	<u>Present Rank and Department/Discipline</u>	<u>Proposed Rank and Department/Discipline</u>
Debra Demattio	Assistant Professor English/Philosophy – English	Associate Professor English/Philosophy – English
Todd Doney	Assistant Professor Art and Design – Visual Arts	Associate Professor Art and Design – Visual Arts
Michael Paul	Associate Professor Health/Exercise Science – Health and Exercise Science	Professor Health/Exercise Science – Health and Exercise Science
Kelly Whalen	Assistant Professor Art and Design – Design	Associate Professor Art and Design - Design

TOTAL: 4

FACULTY RECOMMENDED FOR TENURE
Academic Year 2018-2019

<u>Name</u>	<u>Rank</u>	<u>Department</u>	<u>Discipline</u>
Diana Aria	Assistant Professor	Psychology and Education	Psychology
Jason Hudzik	Assistant Professor	Biology and Chemistry	Chemistry
Loryn Stoler	Assistant Professor	Biology and Chemistry	Chemistry
William Solomons	Assistant Professor	Engineering Science/ Engineering Technologies	Criminal Justice

Total: 4

Note: Tenure is awarded the first day of one's sixth year of employment per New Jersey Statute.

**FACCM VI.B All non-tenured faculty appointed as instructors will receive a promotion to the rank of assistant professor concurrent with the date tenure is obtained.*

**PROMOTIONS AND ESTABLISHMENT OF TEACHING ASSIGNMENTS
OF TENURED FACULTY
Effective for the Academic Year 2018-2019**

<u>NAME</u>	<u>RANK</u>	<u>DEPT</u>	<u>DISCIPLINE</u>
Agnihotri, Dr. Vivek	Associate Professor	Nursing	Nursing
Allen, Clayton	Associate Professor	Art/Design	Visual Arts
Altieri, Michele	Assistant Professor	Communication	Communication
Apwah, John	Associate Professor	English/Philosophy	English
Aria, Diana**	Assistant Professor	Psychology/Education	Psychology
Ayres, Matthew	Associate Professor	English/Philosophy	English
Bagan, Frank	Associate Professor	Business	Business
Bandy, Yvonne	Associate Professor	Art/Design	Graphic Design
Berger, Dr. John	Professor	Biology/Chemistry	Chemistry
Beviá, Dr. José	Professor	Music/Dance/PA	Music
Bilotti, Joseph	Associate Professor	Music/Dance/PA	Music
Binowski, Nancy	Associate Professor	Info. Technologies	Info. Technologies
Bising, Dr. James A.	Professor	History/Poli.Sci.	History
Braun, Jutta	Associate Professor	Nursing	Nursing
Cartano, Jefferson	Assistant Professor	ETES	Engineering Technologies
Chambers, Catherine	Assistant Professor	Mathematics	Mathematics
Chase, Dr. Philip	Professor	English/Philosophy	English
Cioffi, Dr. Robert J.	Professor	English/Philosophy	Drama
Collins, Todd	Associate Professor	Music/Dance/PA	Music
Colquhoun, Ian	Assistant Professor	ETES	Engineering Technologies
Cosgrove, Mark	Professor	Hospitality Management	Hospitality Management
Crisonino, Karen	Associate Professor	Business	Business
Demattio, Debra*	Associate Professor	English/Philosophy	English
Doney, Todd*	Associate Professor	Art/Design	Visual Arts
Eber, Dr. Janet E.	Professor	English/Philosophy	English
Erienne, Dr. Gregory	Associate Professor	Biology/Chemistry	Biology
Fitzpatrick, Kelly	Assistant Professor	Mathematics	Mathematics
Flanagan, Keri	Assistant Professor	Biology/Chemistry	Chemistry
Fuentes, Venancio	Professor	ETES	Engineering Technologies
Gabrielsen, Laura M.	Professor	English/Philosophy	English
Garbowsky, Dr. Maryanne	Professor	English/Philosophy	English
Gerepka, Mary	Assistant Professor	Nursing	Nursing
Gigliotti, Samantha	Assistant Professor	Biology/Chemistry	Biology
Gilmore, Suzanne	Associate Professor	Nursing	Nursing
Giuriceo, Marie	Associate Professor	English/Philosophy	English
Gradone, Dr. Richard A.	Professor	Music/Dance/PA	Music
Gruneiro-Roadcap, Nieves	Associate Professor	Art and Design	Photography
Hart, James	Assistant Professor	Languages/ESL	International Studies
Heller, Dr. Rita	Associate Professor	History/Poli. Sci.	History
Hollowell, Dr. Dorothy	Professor	English/Philosophy	English

Teaching Assignment Indicates Primary Discipline.

*Recommended for Promotion to Rank Listed

**Recommended for Tenure

<u>NAME</u>	<u>RANK</u>	<u>DEPT</u>	<u>DISCIPLINE</u>
Horan, Kathleen	Associate Professor	Nursing	Nursing
Hoy, Dr. Calvin	Professor	Soc./Econ./Anthro.	Economics
Hudzik, Dr. Jason**	Assistant Professor	Biology/Chemistry	Chemistry
Hurd, John	Associate Professor	ETES	Criminal Justice
Isaza, Dr. Maria	Associate Professor	Biology/Chemistry	Biology
Johannessen, Janet	Professor	Biology/Chemistry	Chemistry
Jones, Dr. Matthew	Associate Professor	Communication	Communication
Kaddour, Nadir	Professor	Languages/ESL	ESL
Kaifa, Dr. Stephen	Professor	Soc./Econ./Anthro.	Economics
Kalas, Ray	Assistant Professor	Communication	Media
Kelly, Christine	Assistant Professor	Biology/Chemistry	Biology
Klages, John M.	Professor	ETES	Physics
Kucsma, Alexander J.	Associate Professor	English/Philosophy	English
Lee, Dr. Maria	Associate Professor	History/Poli. Sci.	History
Longo, Stephen	Professor	Art/Design	Graphic Design
Maguire, Peter	Associate Professor	English/Philosophy	English
Mammon, Marielaine R.	Professor	Music/Dance/PA	Music
Martin, Jenifer	Associate Professor	Biology/Chemistry	Biology
Martin, Karen I.	Associate Professor	English/Philosophy	English
Mascia, Ellen A.	Professor	Nursing	Nursing
McAree, Dee	Assistant Professor	English/Philosophy	English
McCoach, Dr. Roger F.	Professor	Mathematics	Mathematics
Miller, Susan	Assistant Professor	Business	Business
Nelson, Dr. Kristin	Associate Professor	Psychology/Ed.	Psychology
Oleksak, Brian	Assistant Professor	LHT	Landscape/Horticultural Technologies
Pallant, David	Assistant Professor	Communication	Communication
Parker, Laura	Associate Professor	Nursing	Nursing
Parrella, Dr. Michael	Professor	History/Poli.Sci.	History
Paul, Dr. Michael*	Professor	Health/Exercise Sci	Health/Exercise Science
Persau, Meimee	Associate Professor	Mathematics	Mathematics
Picallo, Dr. Marcia	Associate Professor	Languages/ESL	Languages
Pilant, Dr. Craig	Professor	History/Poli.Sci.	History
Poetsch, Deborah	Assistant Professor	Mathematics	Mathematics
Prokop, Kathleen	Professor	Nursing	Nursing
Reilly, Buffy	Assistant Professor	Nursing	Nursing
Reilly, Dolores	Associate Professor	Psychology/Ed.	Psychology
Rooholamini, Dr. Simin	Professor	Languages/ESL	ESL
Rosende, Mirna	Associate Professor	Languages/ESL	Languages

Teaching Assignment Indicates Primary Discipline.

*Recommended for Promotion to Rank Listed

**Recommended for Tenure

<u>NAME</u>	<u>RANK</u>	<u>DEPT</u>	<u>DISCIPLINE</u>
Rutkowski, John	Associate Professor	Allied Health	Respiratory Therapy
Sarmiento, Dr. Jorge	Professor	Mathematics	Mathematics
Sawh, Vickram	Assistant Professor	Info. Technologies	Information Technologies
Schennum, Dr. Jill	Professor	Soc./Econ./Anthro.	Sociology
Schicho, Bernadette	Assistant Professor	Nursing	Nursing
Schorr, Brian	Assistant Professor	Languages/ESL	ESL
Scott, June	Professor	Info. Technologies	Information Technologies
Selengut, Dr. Charles	Professor	Soc./Econ./Anthro.	Sociology
Shouler, Dr. Kenneth	Associate Professor	English/Philosophy	Philosophy
Shuck, Kathryn	Assistant Professor	Mathematics	Mathematics
Siegelman, Dr. Stuart	Professor	Languages/ESL	Languages
Slovenec, Hrvoje	Assistant Professor	Art/Design	Photography
Solomons, Dr. William**	Assistant Professor	ESET	Criminal Justice
Soltes, John	Assistant Professor	Communication	Journalism
Smith, Keith	Professor	Art and Design	Visual Arts
Stigliano, Deanne	Assistant Professor	Mathematics	Mathematics
Stoler, Dr. Loryn**	Assistant Professor	Biology/Chemistry	Chemistry
Sullivan, Deborah	Assistant Professor	Psychology/Education	Psychology
Sutton, Maureen	Associate Professor	Business	Business
Tamburelli, Patricia	Assistant Professor	Information Tech.	Information Technology
Thurman, Alexis	Professor	Mathematics	Mathematics
Tolley, Craig	Assistant Professor	LHT	Landscape and Horticultural Technology
Verna, Sueanne	Assistant Professor	Allied Health	Radiography
Vill'Neuve, Denise	Professor	Allied Health	Radiography
Washburne, Mark	Associate Professor	History/Poli. Sci.	History
Watson, Dr. Gail	Professor	English/Philosophy	English
Wayne, Dr. Celeste	Associate Professor	Nursing	Nursing
Whalen, Kelly*	Associate Professor	Art and Design	Design
Williford, John	Associate Professor	Psychology/Education	Psychology
Winston, Susan	Associate Professor	Mathematics	Mathematics

TOTAL 108

Teaching Assignment Indicates Primary Discipline.

*Recommended for Promotion to Rank Listed

**Recommended for Tenure

**NON-TENURED FACULTY
 RECOMMENDED FOR REAPPOINTMENT
 ACADEMIC YEAR 2018-2019**

Name	Department	Discipline	Hire Date	Tenure Date
Verschuuren, Ann	Allied Health	Radiography	9/2014	9/2019
Emma, Evelyn	English/Philosophy	English	9/2015	9/2019#
Halo, Dr. Candace	History/Poli. Sci.	Political Science	9/2015	9/2019#
Uffelman, Dr. Mark	English/Philosophy	Philosophy	9/2015	9/2019#
Lemme, Bryan	Health/Ex. Sci.	Health/Exercise Science	1/2015	1/2020
Minitter, Kelly	Health/Ex. Sci.	Health/Exercise Science	1/2015	1/2020
Duncan, Terence	Music/Dance/PA	Dance	1/2016	1/2020#
Salinas, Dorothy	Biology/Chemistry	Biology	9/2015	9/2020
Birrer, Dr. Teresa	Biology/Chemistry	Biology	9/2015	9/2020
Danna, Dr. Karen	Sociology/Economics Anthropology	Sociology	9/2015	9/2020
Sidas-Tirrito, Michael	Information Technology.	Information Technology	9/2015	9/2020
Bamford, Colleen	Information Tech.	Information Technology	9/2016	9/2021
Burns, Caitlin	Biology/Chemistry	Biology	9/2016	9/2021
Driver, Laura	English/Philosophy	English	9/2017	9/2021#
Elliot, Elizabeth	Nursing	Nursing	9/2016	9/2021
Iftikhar, Najib	Business/Hospitality	Business/Hospitality	9/2016	9/2021
McHugh, William	Health/Exer. Sci.	Health/Exercise Science	9/2016	9/2021
Qvotrup, Jennifer	Business	Business	9/2016	9/2021
Roskop, Thomas	ETES	Mechanical Engineering	9/2016	9/2021
Samour/Samir	Nursing	Nursing	9/2017	9/2021#
Sim, Jai	Information Tech.	Information Technology	9/2016	9/2021
Fong, Gracielle	Allied Health	Respiratory Therapy	1/2017	1/2022
Capozzi, James	English/Philosophy	English	9/2017	1/2022#
Kasmin, Dr. Melissa	Psychology/Education	Education	9/2017	1/2022#
Schmidt, Mark	English/Philosophy	English	9/2017	1/2022#
Edwards, Dr. Naomi	English/Philosophy	English	9/2017	9/2022
Fitzgerald, Elizabeth	Nursing	Nursing	9/2017	9/2022
Iden, Dr. Michelle	History/Political Science	History	9/2017	9/2022
Kazaba, Maureen	Engineering Science/ Engineering Technology	Criminal Justice	9/2017	9/2022
McCoy, Dr. Jabou	Sociology/Economics Anthropology	Sociology	9/2017	9/2022
Ondimu, Ben	Biology/Chemistry	Biology	9/2017	9/2022
Peck, Dr. Geoffrey	English/Philosophy	English	9/2017	9/2022
Sahotsky, Dr. Brian	Art and Design	Art History	9/2017	9/2022
Savio, Dr. Gianmarco	Sociology/Economics Anthropology	Sociology	9/2017	9/2022
Ved, Apurv Vinay	Business	Business	9/2017	9/2022
Wolfgang, Heather	Mathematics	Mathematics	9/2017	9/2022
Wong, Dr. Chung	Mathematics	Mathematics	9/2017	9/2022
Woodruff, Valerie	Nursing	Nursing	9/2017	9/2022
Shin, Dr. Yoonha	English/Philosophy	English	1/2018	1/2023

TOTAL 39

Prior Full Time Temporary Appointment counts towards tenure - NJSA 18A:60-8

*Recommended for Promotion to Rank Listed

**Recommended for Tenure

Policy for Awarding Honorary Degrees

Awarded by the County College of Morris Board of Trustees, the honorary associate's degree is the highest form of recognition offered by County College of Morris to persons of exceptional distinction.

A. Purpose:

- To honor meritorious and outstanding service to the College and/or to the community at large; and
- To recognize persons whose lives serve as examples of the College's aspirations for its students.

B. Criteria:

- Individual who has made a significant, noteworthy contribution to County College of Morris and/or to the community at large.
- Individual who has demonstrated an enduring commitment of commendable service to County College of Morris.
- Current faculty, staff, and trustees are not eligible. Faculty, staff, and trustees who have been separated from the College for at least five years are eligible which time period may be waived for good cause and compelling circumstances.
- Generally, the College will award no more than two honorary degrees in any academic year.

C. The Nature of the Honorary Degree:

The Board of Trustees has selected to offer the following registered honorary degrees:

- Associate in Arts (A.A.)
- Associate in Science (A.S.)
- Associate in Applied Science (A.A.S.)
- Associate in Fine Arts (A.F.A.)

The specific honorary degree awarded shall be appropriate to the nature of the attainment which is being recognized. The following are areas in which individuals may have made significant contributions:

- Educational Service: recognizing outstanding service that enhances educational opportunities for the area or that gives personal assistance that leads to the success of individuals in higher education.
- Humanitarian Service: recognizing outstanding altruism that enhances the quality of life for others in the area
- Servant Leadership: recognizing outstanding service that goes beyond the servant's paid job description in any area of leadership and that benefits others and/or enhances their leadership capabilities.
- Arts and Letters: recognizing outstanding contributions to the arts in any form that enhances the quality of life in the area.
- Entrepreneurial Leadership: recognizing outstanding contributions to business/industry through creative start-ups of new enterprises or through innovative management or business or industry.

*Recommended for Promotion to Rank Listed

**Recommended for Tenure

D. Awarding of Honorary Degrees

Honorary degrees shall be conferred by the Board of Trustees at commencement exercises.

- Honorary degrees shall be bestowed by the College President, the Chair of the Board of Trustees, or a Trustee designated by the Chair.
- Honorary degrees may be awarded in absentia and posthumously, but only upon recommendation to the Board of Trustees by the College President in the case of extraordinary and compelling circumstances.

E. Procedures for the Selection of Degree Recipients

The County College of Morris Board of Trustees awards honorary degrees based on a recommendation from the College President. Coordination of the selection and nomination process for honorary degree recipients is the responsibility of the College President who shall consult with an advisory committee that includes representatives from the faculty, administrative staff, alumni, and student government association.

Nominations for degree recipients shall be encouraged from any member of the College community, including students, faculty, staff, alumni, trustees, board members and friends of the College. Nominations should be submitted to the President of the institution with a résumé, letter of support, and a completed nomination form.

Administrative Procedures for the Selection of Honorary Degree Recipients

1. Nominations Process:

Nominations for honorary degree recipients will be accepted from any member of the College community, including students, faculty, staff, alumni, trustees, board members and friends of the College.

Each nomination must include the nomination form (Attachment A) with a resume and letter of support. Nomination forms may be obtained from the Office of the President or the College website.

2. Nominations Deadline:

Nominations must be submitted to the College President by a date to be established each year by the College President.

3. Honorary Degree Advisory Committee:

Coordination of the selection and nomination process for honorary degree recipients is the responsibility of the College President who shall consult with an advisory committee.

The Honorary Degree Advisory Committee will be comprised of:

Vice President of Academic Affairs

Vice President of Student Development and Enrollment Management

Two (2) faculty representatives

One (1) representative from the Student Government Association

One (1) representative from the County College of Morris Alumni Association

One (1) representative from the County College of Morris Foundation

The nomination process is competitive. Generally, the College will award no more than two honorary degrees in any academic year. The primary function of the Honorary Degree Advisory Committee is to review all nominations received by the deadline and make a recommendation to the College President. The Honorary Degree Advisory Committee will intensely scrutinize the nomination package for each nominee to insure continued integrity of the award process. The Honorary Degree Advisory Committee will review nominations and make recommendations to the College President.

4. President's Responsibilities:

In order to insure that any recipient receives ample notice, the College President will make a recommendation to the County College of Morris Board of Trustees for review and consideration at the February meeting.

*Recommended for Promotion to Rank Listed

**Recommended for Tenure