

**NEW JERSEY INSTITUTE OF TECHNOLOGY
BOARD OF TRUSTEES
MINUTES OF PUBLIC MEETING
September 21, 2023**

The meeting was called to order by Chair Cohen at 4:15 p.m. in the Agile Strategy Lab, Central King Building, NJIT Campus. In attendance were: Chair Cohen, Vice-Chairs Clayton, Shah, Stamatis and Toft, and Board Members Baynes, Charters, Dahms, Maser and Montalto. Absent: Vice Chair DeNichilo.

Senior Administration Present: In attendance, President Lim, Provost Pelesko, Sr. Vice Presidents Christ and Brennan, Vice Presidents Alexo, Boger, Golden, and Wozencroft, Interim Vice President Wilson, Chief of Staff Hageman, 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 5, 2023, and posted on the University website on September 5, 2023 for filing with that office and posting in such public place as designated by said Clerk.”

2. **Public Comments:**

Ms. Stern noted that Dr. Amitabha Bose and Brian O’Donnell both registered to speak. Dr. Bose first spoke. He introduced himself as the President of the NJIT PSA/AAUP, representing 950 faculty, lecturers and professional staff members. He congratulated Dr. Lim on a successful first year. We’ve moved up in the rankings, we have record enrollment, record tuition, NJII for the first time giving us back money, \$29 million more in State appropriations, and are swimming in cash. He thanked Dr. Lim. Dr. Bose stated that his message has consistently been that it is the PSA’s goal to support that mission. We will work with your team, and he recognized Cathy Brennan, Andrew Christ, Marybeth Boger, Joe Wilson, David Jones and Atam Dhawan. He noted that he knew Provost Pelesko when Dr. Pelesko was a student finishing his PhD and he was starting as an Assistant Professor; they had the same mentor, the late Dr. Greg Kreigsman, a gem of a human being. From the PSA, he recognized and commended Dr. Burt Kimmelman, Vice President of the Faculty whom he called the architect of shared governance, as well as Mike Kehoe, the PSA Vice President for the Professional Staff, Karen Roach, Dr. Cheicka Sylla, Mr. John Esche, Dr. Tara Alvarez, Distinguished Professor in the Department of Biomedical Engineering, Dr. Amy Hoover, Assistant Professor in the School of Infomatics, Dr. Caroline DeVan, recently promoted to the rank of Special Lecturer, and PSA senior staff representative Michelle Tellefsen. These are the people who have made NJIT great. He noted that there are 850 UCAN members out of contract for 14 months, which is

unacceptable. He also recognized Mary Short, currently representing over 135 members from the OPEIU union. The PSA has 950 members who are out of contract since July 1st. There are over 1800 employees at NJIT who are out of contract, and the message they are getting is that they don't count. He questioned if this is a strategy to diminish them as employees of the university and as human beings. Their goal has always been about mutual gains. Every proposal they have made is reasonable, thoroughly researched and justifiable. In the summer of 2020, when we were faced with the COVID emergency, the PSA agreed to give up 2%. We didn't know if we would get the money back, and we helped along with others to bail out the university and yes, the university did give it back to the members. But we did it whether or not we were going to get the money back. We also bailed out the university in the summer of 2021, along with all of you, to a record low contract, 6.75%. The university is swimming in cash and should recognize the people who helped get the university in the position it is in now and invest in people. He read quotes from the Board of Trustee meeting in June 8, 2023, citing that "we are in a good place and kept our priorities", and also cited a quote from Commencement, that "students are at the heart of what we do at NJIT and the faculty are the forefront at NJIT" as well as remarks made with respect to faculty who were awarded promotion and tenure. He concluded by asking that the Board tell your negotiating teams to live up to your words, no more delays, and deliver a contract that they deserve now.

Brian O'Donnell, President of the United Council of Academics (UCAN) at NJIT, and a PhD student in the Physics spoke next. They represent the PhD students, adjuncts and post-docs. He has addressed the Board four times; they have been out of contract for 15 months. In those months, there has been record inflation, not record anymore, but still above 5%. There was a massive labor campaign across the street that got thousands of dollars of raises for the people who went on strike and we've mostly come here for is reasonable equal pay, and to be treated the same way that the folks across the street are treated. Adjuncts who are teaching part time should get paid the same way that professors are treated for their time. It should not have taken 15 months. It feels like an active strategy to delay and waste the time of the people who make this place run and work. He has been here since 2013 and this is his alma mater, as he did his undergraduate work and he is now almost done with his PhD. He loves and cares about this place. He and his people are currently running a strike authorization pledge to see if we have to shut down the school, and so far have 100 people who say that they would vote "yes." No one in the room want to do that, we care and love this place. We just want to be paid a living wage. Your bargaining team is representing you poorly. There is still time and a chance to resolve this. They just want a reasonable offer. We can't work together when people are starving. Your bargaining team is representing you poorly. We are all one institution. We have been fighting for 15 months and hope that we don't have to shut this place down. We hope to get a new tone from your bargaining team. I hope we can be a bit more cooperative than we were today when you arrested one of your own graduate students.

3. President Lim thanked Amit Bose and Brian O'Donnell for joining us today and making your position known to the Board of Trustees. These contracts involve very important issues that will affect our university, our students, our faculty and staff and our ability to successfully pursue our mission. It is imperative that we strike a balance that honors our bargaining unit members and safeguards the university's financial health. Negotiations

have to be mutually beneficial. He thanked the speakers for their comments and all that they do for NJIT.

4. Chief Kevin Kesselman addressed the meeting with regard to the public safety action that took place outside prior to the start of the public session. He explained that we have to keep order, and that the group was told numerous times to cease the disruption. He respects where their standpoint is, indicating that he also has been a union person for many years and supports their rights, but we have to keep order and allow the students to study. He asked multiple times. He explained that the individual cited was not arrested or charged with a crime but was given a disorderly person citation. He has worked with the UCAN union many times in supporting their First Amendment rights, but they cannot disrupt a learning environment. He asked five, six or seven times but they chose not to listen and were disrupting students who were studying. He has a job to do, which is to protect the rights of the students that you all teach.

5. **Student Senate Leadership:** Lauren Azer, Student Senate President, gave a presentation. She is a fourth year biomedical engineering student, on the pre-med track. Within her time as Student Senate President she has sat on Board Committees, working alongside 6 other Executive Board members. She thanked them for the opportunity to take the work of the students and bring it forward. One thing that she and her members have seen is the constant theme of student success. She would like to address more about what they are doing and how you can help. Some of the goals moving into the 2023/2024 academic year include working really closely with Catherine Brennan and her incredible finance team to make sure the student activity fee aligns with everything we need moving forward to support the students. They support 125 active organizations as of yesterday, and this allows all our students to have that sense of belonging and somewhere to go, to help push towards that student success. We want to support our students again and encourage them to partake in research because of our R-1 status. She feels like our students don't fully know what that means until they get involved in research. In order to get them involved we worked on finding a fund, an individual research scholarship last year to financially help these students; being burdened by paying \$500 to \$1000 out of pocket is hard and we don't want something like that to keep them representing the incredible name they have through NJIT. Lastly, we want to push forward with our wellness day initiatives to prevent stress, which can really impact mental health. If a student is stressed, it can impact every area of their life. Every year, Student Senate takes on a large campus improvement initiative, and they have been working with Andrew Christ's team, who have been kind enough to get them everything they need to support them. This year their large campus project is to battle the offices in the Campus Center basement. She showed renderings of what the offices would look like. What they need from the administration is support. While she has had the privilege of experiencing a high level of support, other students would benefit from this, including attendance at events to achieve the same level of student success, and she asked to send her contact information of your staff, so we can have attendance at some the public forums. We also need more space as a student population. Our residence halls are at 100% capacity, and we are a 60% commuter population. There are not too many places to go other than the Campus Center or maybe CKB. If we are going to focus on student success and

belonging, they need to have a space where they feel supported and have an incubation hub for their phenomenal ideas.

Chair Cohen commended Ms. Azer on her presentation and asked her for suggestions regarding other spaces that could be used for students. Ms. Azer noted that the Wellness and Events Center is the biggest building on campus, but most students who are not athletes don't have access to that. While athletes contribute much, they are a minority. There are still other students that we have to keep in mind. This doesn't seem to be the most efficient use of facilities. She gets all the complaints, ideas and suggestions and a lot of them circle around broken furniture, outlets that don't work, and the like.

6. **Chair's Report:** Chair Cohen gave his report, thanking everyone in attendance. For the Trustees, this has been a very busy summer, both in terms of the amount of business and meetings but also being on campus. And it's all for very good reasons. This was a summer of NJII work. We put in extraordinary efforts to find the right Provost and he has the full support of this Board, unanimously. Dr. John Pelesko started as Provost in August, and he has hit the ground running and prioritized the right things. We picked a President for NJII who will be starting in October and there is positivity in tone and partnership. This is a value-added proposition for faculty. We have to spend more time promoting the university both internally and externally and it couldn't be better. Chair Cohen discussed our achievement in moving up in the national rankings, and we are doing something right here. It takes a village, including the lecturers, the faculty, the students, the graduate students, trustees and everyone. There are great things going on, and the university is in a great place. I'm certain as we work together towards resolving challenges, the trajectory of the university will not change and he is proud to be part of it.
7. **President's Report:** President Lim gave his report, thanking the dedicated Board members, administrators, faculty, staff and students, especially those who are present today. Our Fall semester is off to an outstanding start. Enrollment is very, very strong, for the first time in the history of NJIT, our enrollment exceeded 13,000 students. Our first-time full-time freshman class is nearly 1,800 strong, a 12% increase from last year. Underrepresented minorities made up nearly half this year's cohort. Our ranking went soaring, as was discussed earlier; the Wall Street Journal ranked us number #19 overall nationally, and the #2 public university in the nation. Also, in the US News & World Report ranking, we moved up 11 spots to #86 nationally. Our research funding year-to-date has increased thanks to the leadership of Sr. Vice Provost for Research Atam Dhawan, who pivoted from his previous role back to the office of research; our research funding has climbed nearly 6% year to date. We received our first designation as a minority-serving institution as an AANAPI institution, receiving a grant from the Department of Education for almost \$2 million, which is a milestone. Dr. Dhawan led a team that won a \$6 million award from the NSF to accelerate translational research. Dr. David Jones, our Chief Diversity Officer was just recognized as one of 2023 top 15 champions of diversity, by Diversity Global Magazine, a national recognition. Our very own trustee Dennis Toft is being recognized by the New Jersey Chamber of Commerce as a business advocate of the year. Amidst such achievements and accolades, we have extensive policies and procedures to safeguard our community for our students, employees as well as volunteer workshop training and programs for issues that may arise, Title IX, and other matters. In summary, the university

is on a steep ascension and he thanked the faculty and staff and all of you who have contributed significantly. His commitment is to serve the students as best we can. We prepare students through a holistic education so they may have an impact in their professional lives, just like many of the trustee members here.

8. BY A MOTION DULY MADE BY MR. MASER, 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 20, 2023.
9. BY A MOTION DULY MADE BY MS. CLAYTON, SECONDED BY MR. SHAH AND UNANIMOUSLY APPROVED BY THOSE MEMBERS IN ATTENDANCE AT THAT MEETING, THE BOARD APPROVED THE PUBLIC MINUTES OF THE MEETING OF AUGUST 18, 2023.
10. BY A MOTION DULY MADE BY MR. SHAH, SECONDED BY MS. CHARTERS AND UNANIMOUSLY APPROVED BY THOSE MEMBERS IN ATTENDANCE AT THAT MEETING, WITH MR. TOFT ABSTAINING, THE BOARD APPROVED THE PUBLIC MINUTES OF THE MEETING OF AUGUST 28, 2023.
11. BY A MOTION DULY MADE BY MR. DAHMS, SECONDED BY MS. CHARTERS AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION FOR THE GENERAL CONSTRUCTION CONTRACT FOR RENOVATIONS AND IMPROVEMENTS TO TIERNAN HALL, ROOM #208, CHEMISTRY TEACHING LAB
12. BY A MOTION DULY MADE BY MR. SHAH, SECONDED BY DR. BAYNES AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION FOR UNIVERSITY INSURANCE RENEWAL.
13. BY A MOTION DULY MADE BY MR. STAMATIS, SECONDED BY DIANE MONTALTO AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO AWARD ENTERPRISE STORAGE UPGRADES AND LIFECYCLE REPLACEMENT.
14. BY A MOTION DULY MADE BY MR. SHAH, SECONDED BY MR. TOFT AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO APPOINT JOHN PELESKO, ATAM DHAWAN AND WESLEY MATTHEWS TO NJII BOARD OF DIRECTORS.
15. BY A MOTION DULY MADE BY MS. CLAYTON, SECONDED BY MS. CHARTERS AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION FOR NJII BUDGET.
16. BY A MOTION DULY MADE BY MS. CHARTERS, SECONDED BY MR. MASER AND UNANIMOUSLY APPROVED, THE BOARD VOTED TO ADOPT THE RESOLUTION TO NAME THE JOEL AND DIANE BLOOM WELLNESS AND EVENTS CENTER.

17. After the voting on the Resolutions, Mr. Maser exited the meeting.
18. **Report of FY 23 Fundraising:** Vice President Alexo gave a report on FY 23 Fundraising and Engagement Results, as well as FY 24 Fundraising and Engagement Progress as of 9/1/23, referencing the Board materials. At the July meeting, he shared the preliminary results for FY 23, and the numbers are now finalized and provides an analysis of those results. It was a bit of a mixed bag; it was our fifth best year in terms of new gifts and pledges. The percentage of alumni engaged with their alma mater grew significantly, in large measure because of the number of events we are doing. He focused on where we stand in the current fiscal year; you will see that our goal for new gifts and pledges for FY 24 is \$20 million. This would be a new historical high and we are confident we will surpass that goal. We have a new metric, which is new gifts and pledges to the endowment. This is a KPI for us, and on a going forward basis our goals for new gifts and pledges is at least \$7.5 million. Our biggest gift last year was restricted, rather than to the endowment at the donor's request. He noted that US News & World report is no longer including the alumni giving rate as part of its annual ranking. What we will instead be tracking is the absolute number of alumni donors. We have a higher watermark of alumni interacting with their alma mater and want to see it move from 20% to 23%, putting us on track with one of our KPI's in the strategic plan.
19. **Chief Financial Officer Report:** Sr. Vice President Brennan reported to the Board, referencing the Executive Summary of the Monthly Financial Status Report as of August 31, 2023 contained in the Board materials. With enrollment trends that Dr. Lim reported on today, we are currently finalizing our projections for the Fall, which will allow us to finalize revenue projections. We are just posting the financial aid awards to the tuition revenues, and we'll have a more robust report on where we stand at the next Board meeting. The auxiliary revenues are up due to housing revenue, which is good news. With respect to management of our operating cash, we've been working closely with the Audit & Finance Committee as well as J.P. Morgan to revise our cash investment tiers based on revised analytics of our cash forecasting. We will also be reporting on the comprehensive financial index, which is what is required under the new legislation, and we reported that to the Audit & Finance Committee today and will provide more information to the full Board at the next meeting. Regarding the new legislation, the rules and regulations have not been posted but we are already starting to have conversations both with the Audit & Finance Committee and with the Joint Investment Committee with regard to what we should be doing and not doing, and making it public.
20. **Report of Clery Crime Data:** Sr. Vice President Christ gave a report on the Clery Crime Statistics, as set out in the Board materials. Overall, crime rates are up 32%, which is 12 more crimes compared to this time last year. A good portion of that is related specifically to thefts from automobiles and thefts of automobiles, which is driving our numbers unexpectedly up, and those are related to the viral Tik Tok video that showed the world that Hyundai and Kia vehicles to not have engine immobilizers, resulting in high levels of theft. The manufacturers have fixed that going forward. That is not from our parking decks, but from the perimeter. Violent crime remains even or below 2022 which is a positive thing, despite the fact the Public Safety has operated about 12 officers short of last year. We've recently hired a number of commissioned officers, one of whom will be

introduced shortly, and have been able to attract officers from other municipalities, which is really positive. We also have a successful group going into the Passaic County Police Academy next month, which will help bolster our ranks and get us to where we should be. Our Chief and his team are doing an unbelievable recruiting job, and are phenomenal at what they do. We recently brought in a trained therapy dog and are introducing her to the campus community. Mr. Christ next introduced the newest member of the leadership team, Captain Heather Glogolich, EdD.

Captain Glogolich thanked the Board for the opportunity to introduce herself. She had twenty years of law enforcement at a Township Police Department and was excited to transfer here, after meeting Chief Kesselman and seeing his leadership, and being able to meet people like Dr. Boger and a lot of stakeholders in the organization. She is not only a law enforcement professional but has a Doctorate in higher education. It is a passion of hers to teach people, and appreciates the support she has had coming in here at this level, breaking the glass ceiling. She expressed her gratitude for the opportunities. She is committed to having safety on the campus, but also to have the highest level of engagement with all stakeholders and hopes to get to meet and spend more time with everyone. She is a mom of four, and knows what it is like to be busy and still show up; she has adopted a whole new family and is looking forward to being a part of that. Chair Cohen thanked her and welcomed her on behalf of the Board. She has also taught before, and is currently teaching a freshman year seminar. As a survivor of domestic violence, victim advocacy is very important to her. One of her goals is to bring crime down to 0%, so she wants to be proactive in that area, not reactive.

21. **Strategic Visibility Plan Report:** Vice President Golden gave a presentation on NJIT Visibility. He gave a couple of high-level data points, noting that there is a more extensive presentation in the Board materials. Two slides compare us to our peers for benchmarking purposes. On page 2, it was noted that NJIT got 27% of shares of media placements, well above our share in comparison to our peers. The next slide, pulled from an independent third party software package (Meltwater) tracks media activity and shows the average or the estimated advertising value of that media exposure, which shows us far ahead of our peers. The next slide (p.4) shows our presidential annual communications from the past year. We try to communicate across a number of channels messaging from Teik. He reached about 2 million people through his individual communications efforts last year. The next slide shows our total audience exposure, calculating everyone who is seeing our messaging across all platforms and channels. He invited questions, and showed a short video of a 30 second ad that's in the marketplace now, highlighting our new rankings. He opined that communication by emails is the least effective means, as many people don't open their emails. We are reaching people with multiple messages. Our strategy is to hit people with a consistent message over a significant but short period of time with an overall mix of content. Dr. Golden discussed the data related to ad value equivalency. One year does not make a trend, but we saw a 20% increase in alumni engagement. Dr. Golden showed the 30 second ad that will be used predominantly on TV but also in targeted ads to go through prospective students and their parents, which are targeted towards certain graphics likely to be applicants. In other activities, we are doing a Spanish language version of the college tour launching this Fall. There is definitely a lot planned for the coming year.

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

Chair Cohen reviewed the calendar of upcoming events in the Board materials, highlighting the Homecoming weekend, in addition to the WEC naming events on October 6th and the Excellence in Research ceremony. He told the public that they will see a lot of Trustees around the school over the next two months.

17. Chair Cohen announced that the next regularly scheduled Closed Session, will convene on November 15, 2023 at 2:00 p.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 Wednesday, November 15, 2023 at 2:00 p.m.

The next regularly scheduled Public Session of the Board will take place on Wednesday, November 15, 2023 at 4:00 p.m.

18. The Public Session was adjourned at 5:24 p.m.