

**NEW JERSEY INSTITUTE OF TECHNOLOGY
BOARD OF TRUSTEES
MINUTES OF PUBLIC MEETING
November 17, 2022**

The meeting was called to order by Chair Cohen at 3:20 p.m. in the Central King Building, Lower Level, Room L-70. In attendance were: Chair Cohen, Vice-Chairs Clayton (via WebEx), DeNichilo, Montalto and Stamatis and Board Members Baynes, Charters, Dahms, Maser (via WebEx), and Toft. Absent: Board Member Shah.

Senior Administration Present: In attendance, President Lim, Interim Provost and Sr. Executive Vice President Dhawan, Sr. Vice President Christ, Sr. Vice President for Finance & Chief Financial Officer Brennan, Vice Presidents Alexo, Boger, McLeod, Associate Vice President & Director of Athletics Kaplan, Chief Strategy Officer Golden, Chief of Staff Katie Hageman, Chief External Affairs Officer Garretson, Associate Chief Information Officer Wozencroft 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 November 3, 2022, and posted on the University website on November 3, 2022 for filing with that office and posting in such public place as designated by said Clerk.”

2. **Public Comments:**

Secretary Stern noted that three members of the public were registered to speak.

Brian O’Donnell addressed the Board, stating that he is a graduate student at NJIT, and is speaking on behalf of the President of UCAN as its president. He is here with his colleagues Andy McCarthy and Rachel Jones, also from UCAN who will address the Board separately.

Mr. O’Donnell stated that UCAN has been out of contract for 5 months, which is a major problem. There are health insurance charges against their accounts, and some members feel threatened. He did his undergraduate work here as well. He stated that they love and care about the university, but it is not running as well as it could. They earn \$3,000 during the summer, and some members have to use food stamps to support themselves. Adjuncts have to teach 20 credits to earn what the graduating class of 2021 is making, and they are not being valued at their level of work. They are hoping we can change that and work together to better serve our teachers and researchers.

Ms. Jones next spoke, stating that researchers are the lifeblood of the university; they do the heavy lifting. Columbia and Princeton universities raised their rates for post-docs, and NJIT should follow their lead in paying a reasonable wage. This is a business decision for NJIT;

students have an abundance of choices as to where they attend, and prestige can change the metric. NJIT could better compete for the best talents and improve their retention.

Andrew McCarthy, an NJIT adjunct professor spoke next. He explained he was in the corporate world before he began in academics. He got into teaching and never looked back. People live on tough wages; he is lucky, as he has a full time job. They feel that they are in the school, but not of it. We want to be more a part of the school, and are negotiating in a fair way. We want NJIT to be the first of its kind, and are hoping the university can help them get that victory, its your call.

Dr. Lim thanked the speakers, and stated they are an integral part of the university, and that we share the same values.

3. **Presentations:**

Introduction of Board of Trustees Scholars: Dr. Dhawan asked Dean Louis Hamilton to introduced the Board of Trustees Scholars receiving awards today: Lauren Azer, Joel Florim, Kendrick Rivas Dominguez and Jason Lin. All four students have transferred into the Honors College from NJIT, and their average GPA is 3.0.

- Lauren Azer thanked everyone. She is a junior majoring in biomedical engineering, and is on a pre-med track. She also is engaged in the Student Senate, some Board of Trustees Committees, and works as an RA.
- Joel Florim thanked everyone who helped to push him to excel. He is a civil engineering junior, and has worked as an office assistant on campus.
- Kendrick Rivas Dominguez gave thanks to the EOP program. He is a sophomore majoring in mechanical engineering. He hopes to pursue a career in aeronautical design, and he currently works as an RA in Cypress Hall.
- Jason Lin is a second year civil engineering major, with a minor in environmental engineering. He remarked that he has gone out of his shell, to be more and do more.

The Board offered their congratulations to all the scholars.

Public Safety Readiness and Community Engagement: Vice President Christ introduced Chief Kevin Kesselman for a presentation on Public Safety. Chief Kesselman made his way through the ranks at NJIT, and has made significant changes in the short time he has held this position. The Department has accomplished Phase 7 of the FEMA exercise. They are exploring robot patrols, and recently signed an MOU with Hudson County for virtual reality training. Community engagement is one of their core values, and Chief Kesselman listed a number of recent community engagement events. We will have a domestic violence roundtable in February, and have hired the first chaplain. Public safety employee retention is at the heart of these initiatives. Chair Cohen asked about active shooter training. Chief Kesselman detailed the notification and communication protocols. We have identified staging areas and triage areas as part of our response to active shooter/mass casualty events, to keep people safe. We have provided ALICE training to students, faculty and staff, and have trained all freshman. This training focuses on how to respond in such events, so as to maximize options so no one is a sitting victim. We will continue our efforts to be ALICE-certified. The Board asked questions about safety procedures, and notifying campus guests who have not

previous been on campus. Vice President Christ discussed the “opt-in” system available for communications. Additionally, the Department has secured long rifles.

5. By a motion duly made by Mr. Dahms, seconded by Ms. Clayton and unanimously approved by those members in attendance at that meeting, the Board approved the public minutes of the meeting of September 29, 2022.
6. BY A MOTION DULY MADE BY MS. MONTALTO, SECONDED BY MR. TOFT AND UNANIMOUSLY APPROVED, the BOARD voted to adopt the RESOLUTION TO AUTHORIZE EXPENDITURES FOR ELECTRICAL CONTRACTING SERVICES IN FY2023.
7. BY A MOTION DULY MADE BY MS. CLAYTON, SECONDED BY MS. CHARTERS AND UNANIMOUSLY APPROVED, the BOARD voted to adopt the RESOLUTION TO AUTHORIZE EXPENDITURES FOR HVAC AND PLUMBING CONTRACTING SERVICES IN FY2023.
8. BY A MOTION DULY MADE BY MR. MASER, SECONDED BY MR. TOFT AND UNANIMOUSLY APPROVED, the BOARD voted to adopt the RESOLUTION TO AUTHORIZE EXPENDITURES FOR CARPENTRY CONTRACTING SERVICES IN FY2023.
9. BY A MOTION DULY MADE BY MS. CLAYTON, SECONDED BY DR. BAYNES AND UNANIMOUSLY APPROVED, the BOARD voted to adopt the RESOLUTION APPROVE THE AWARD OF THE PLANNED CAMPUS NETWORK EQUIPMENT AND SOFTWARE UPGRADES.
10. BY A MOTION DULY MADE BY DR. COHEN, SECONDED BY MS. CHARTERS AND UNANIMOUSLY APPROVED, the BOARD voted to adopt the RESOLUTION TO AUTHORIZE THE LEASE OF ROOFTOP SPACE ON CYPRESS HALL FOR DISH CELLULAR ANTENNAE.
11. BY A MOTION DULY MADE BY MR. TOFT, SECONDED BY MS. MONTALTO AND UNANIMOUSLY APPROVED, the BOARD voted to adopt the RESOLUTION TO AUTHORIZE THE EXECUTION OF A CONTRACT FOR THE PURPOSE OF INSTALLING A SOLAR ENERGY SYSTEM OF THE WELLNESS AND EVENTS CENTER.
12. BY A MOTION DULY MADE BY MR. STAMATIS, SECONDED BY DR. BAYNES AND UNANIMOUSLY APPROVED, the BOARD voted to adopt the RESOLUTION TO APPROVE THE MASTER’S PROGRAM IN ARTIFICIAL INTELLIGENCE.
13. BY A MOTION DULY MADE BY DR. BAYNES, SECONDED BY MS. CHARTERS AND UNANIMOUSLY APPROVED, the BOARD voted to adopt the RESOLUTION TO APPROVE THE PHD IN DATA SCIENCE.
14. **Chair’s Report:** Chair Cohen gave a few remarks, offering his gratitude to the faculty, staff and to the Board. Since the summer, there has been extensive search committee participation, events on and off campus, and many committee meetings; he is appreciate of everyone’s time

and efforts. We have a lot to celebrate, including our ascent in the rankings. President Lim has received rave reviews both externally and internally. We still face a number of challenging issues, including the review of NJIT and its search for a new President. We also need to be in a good position to maintain our R-1 status. Our endowment has taken a step backwards. He urged everyone to continue to stay engaged. He has engaged more with our student over the past year, citing NCE student night as an example. Our journey is not over; we need to look at NJIT's plans, NJIT, and how we engage with the State and the legislature. We can make a good thing even better.

13. **President's Report:**

Dr. Lim expressed his gratitude and appreciation to the Board of Trustees, the President's Cabinet, the Deans and the faculty for their time, treasure and talent. Our students are entrepreneurial and driven to success. Since the start of his presidency, he has been to over 120 events. He highlighted the recent Celebration event, which was attended by over 300 people, and raised \$250 thousand dollars for scholarships. Our Career Fair set records for attendance by 2500 students; 233 companies were present, and offered 440 jobs and internships. We hosted a Bloomberg live event, at which Dr. Lim was interviewed. Dr. Lim was also the keynote speaker at a construction roundtable with Vice Chair DeNichilo; they are incredibly supportive of NJIT. Dr. Lim called the Board's attention to upcoming events. We had outstanding news with respect to fundraising, which is on track to exceed our previous year, and Dr. Lim called attention to the recent gift from John Martinson, and its impact on the Albert Dorman Honors College, which will enable it to enhance high impact practices. The Honors College will be named for John Martinson. Dr. Lim reported on the high diversity of the incoming class. With respect to ongoing searches, we hired a Chief Diversity Officer, Dr. David E. Jones, who will begin December 1, 2022. The Provost search and the Vice Provost for Enrollment Management search are proceeding well. Dr. Lim reported on our global ratings (stable, A-rating), the Princeton Review and our ranking as #4 by Entrepreneurial Magazine (#4 in the Northeast, and 30th in the country). He highlighted the grants received by our faculty, and acknowledged the National Academy of Engineering award to alum Gen. (ret.) Ellen Pawlikowski, joining Dr. Lou Lanzerotti. Vice Chair Norma Clayton was commended for her induction into the National Academy of Engineering. He and First Lady Gina Lim are appreciative of the opportunity to become members of the Highlander community; we can make NJIT stronger and better.

14. **Report of University Senate:**

Interim Provost and Sr. Vice President Dhawan gave a report on behalf of the University Senate, noting that the Senate met twice this semester. Elections were held for the Executive and standing committees. Topics discussed include our enrollment growth and graduation rates, along with the Faculty hiring plan, and the standing committees gave their reports and presentations. The Faculty Senate president for this academic year is Dr. Ellen Thomas. Chair Cohen asked if there were any issues that were unanticipated or concerning, and Dr. Dhawan stated that there were not and generally things were going well.

15. **Report of FY22 Fundraising:**

Dr. Alexo gave a report on FY '22 fundraising, referencing the Board materials at p. 62. FY '23 is off to a good start; we have raised \$6.3 million so far, 25% of our goal of more than \$20 million. We are ahead with respect to cash gifts and payments, and alumni giving rates are trending slightly behind. He called the Board's attention to p. 68 of the Board materials outlining recent and upcoming events. On December 8th, the Marjorie Perry Theatre will be dedicated, and he encouraged everyone's attendance; she is the Chair of the Board of Overseers for the past four years. The MetLife 50 holiday party is scheduled for December 10th. Dr. Alexo also noted some upcoming "save the dates", particularly April 26th -28th, 2023 for the Investiture Ceremony for President as well as related events on and off campus.

16. **Report of Athletics:**

Associate Vice President Kaplan gave a report on Athletics, highlighting achievements since May, 2022. At NJIT, student athletes are students first, and Mr. Kaplan pointed to their many accomplishments, including an overall GPA of 3.446 (an all-time high), and the celebration of individual and team victories. Additionally, there is collaboration between athletics and research initiatives that support faculty research initiatives (with Dr. Saikat Pal and Dr. Tara Alvarez) while also providing on-campus assessment opportunities that identify ways to optimize student-athlete peak physical performance. We are increasing the use of technological applications within athletics, through Elite Form, Polar Team Heart Rate Monitors and Whoop/Ownit. These utilize technology to track athletic progress, and provide data on external measures to improve performance as well as overall health and wellness. Mr. Kaplan pointed to a recent example of the first use of a Bear implant for an ACL tear, performed on an athlete by NJIT's team doctor. With respect to alumni engagement and fundraising, Mr. Kaplan highlighted contributions and discussed the financial report. Regarding the future, the NCAA is going through a transformational process which we are adjusting to, as well as help our student-athletes deal with the NCAA's new "name, image and likeness" policy. We need to find land and build a baseball facility, or identify other possibilities for additional facility space. Mr. Kaplan discussed the good fit between our current conference and our athletic and academic standing, as well as the geographic proximity.

17. **Report of Chief Financial Officer:**

Sr. Vice President Brennan gave a report on the status of three important financial measures: the FY 23 budget, cash balances and the managed endowment, referencing the updated numbers in the Executive Summary at p. 89 of the Board materials. As of October 30th, there is a net positive over the adopted budget, based on the enrollment figures, and reflecting the strength of our international graduate pools and MS pools. Additionally, the spend is trending lower than anticipated. Our cash balances were \$20 million less, year over year, although we are now only down \$4 million year over year. The endowment currently is \$140 million, which has increased off its low, but is still down from last year due to current market conditions.

18. **Report of Clery Crime Data:**

Sr. Vice President Christ gave a report on the Clery Statistics, set forth in the Board materials at pages 91 - 95. We have experienced an increase in reported domestic violence cases, which

he attributes to increased awareness of domestic violence due to Domestic Violence awareness month, which has drawn attention to the issue and made individual increasingly more comfortable with reporting such incidents; this is a positive sign. We will be hosting a symposium on domestic violence in February 2023.

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

Chair Cohen discussed the upcoming Calendar of Events. Vice Chair DeNichilo called the Board's attention to an all-day event on November 30th.

20. Chair Cohen announced that the next regularly scheduled Closed Session, will convene on February 9, 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 Thursday, February 9, 2023 at 2:00 p.m.

The next regularly scheduled Public Session of the Board will take place on Thursday, February 9, 2023 at 4:00 p.m.

21. The Public Session was adjourned at 4:38 p.m.