

**NEW JERSEY INSTITUTE OF TECHNOLOGY**  
**BOARD OF TRUSTEES**  
**MINUTES OF PUBLIC MEETING**  
**April 6, 2023**

The meeting was called to order by Chair Cohen at 4:23 p.m. in the Central King Building, Agile Strategy Lab, Lower Level, Room L-70. In attendance were: Chair Cohen, Vice-Chairs Clayton (via WebEx), DeNichilo, and Stamatis and Board Members Baynes, Charters (via WebEx), Dahms, Maser (via WebEx), Shah and Toft. Absent: Vice-Chair Montalto.

**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, and Wozencroft, Associate Vice President & Director of Athletics Kaplan, Interim Vice President for Human Resources Wilson, Chief of Staff Hageman, Chief External Affairs Officer Garretson, Chief Marketing and Comm. Officer Golden, Chief Diversity Officer Jones, 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 March 20, 2023, and posted on the University website on March 20, 2023 for filing with that office and posting in such public place as designated by said Clerk.”

2. By a motion duly made by Dr. Baynes, seconded by Ms. Clayton and unanimously approved by those members in attendance at that meeting, the Board approved the minutes of the public meeting of February 9, 2023.

3. **Public Comments:**

Secretary Stern noted that there were two members from the public registered to speak. The first speaker is Brian O’Donnell, President of the UCAN. He thanked Dr. Lim, and stated that when Dr. Lim spoke to his members last week, he asked for patience to get proposals to the team to get a fair understanding. We gave the Vice President of Human Resources proposals in October. His people are running out of patience. He criticized the university’s negotiating team and their expertise, and stated that the proposals they did receive for the adjuncts are insulting. We need to compete at the same level as other universities, and there is pressure all over the country. He stated that the last thing you need is labor pressure at the cusp of Inauguration. It is not simply him that is frustrated; there are 800 graduate students, post docs and adjuncts. We have partners in this, we speak with the PSA. We have people who are under strike authorization and his members are running out of patience.

The next speaker to address the Board is Andrew McCarthy, Vice President of UCAN. He thanked the Board for having the UCAN representatives back a second time, noting that it was

five months since they last met. He stated that they don't want to do this, and questioned why they were a threat. They love NJIT. They feel like their grievances and requests are falling on deaf ears. We are at a critical juncture. The last time they appealed to the Board was to ask the Board to be decision-makers. We need a good contract just to survive. Sadly, there has been no movement. What they received this week in negotiations was a slap in the face. There was no raise offered for the current year, and 2% increases for the other years. If you look at the university's budget, this is miniscule. He cited the import of the holidays of Easter, Ramadan and Passover, appealing to the Board in the name of God. We are NJIT and we love the university. He looks forward to the day soon when we can come together to have a celebration for a fair contract. If not, then we have to do what we need to, to get your attention.

Dr. Lim responded with a few remarks, thanking the speakers for sharing their thoughts and perspective. He stated that it is our goal as well to have a mutually acceptable agreement, however, we cannot share details in public. Our goal is to reach an agreement that meets as many goals that are possible, while assuring that NJIT's best interests and long-term viability are considered, and he is confident that we will be able to do so.

3. **Presentation of NJIT Student Robotics Club**

The NJIT Student Robotics Club made a presentation showcasing their work, and presenting a live demonstration of a robot that was one of their projects. They compete with universities all over the world and have won awards, including winning against Rutgers University in the finals. They described the process, including what takes place behind the scenes. It is very student centered, and the training has helped us grow the program. Some of the students participating had never seen a robot; the training program builds from the bottom up. They are working with high school teams, including Science Park High School and elementary school teams. They thanked the Albert Dorman Honors College, who helped them fund their entire program. Chair Cohen thanked the students, and their efforts with the high schools, and the Board commended their work. They have an upcoming competition in Texas for the World Championship.

4. BY A MOTION DULY MADE BY MR. COHEN, SECONDED BY MR. STAMATIS AND UNANIMOUSLY APPROVED, except for the abstention of MR. TOFT (due to recusal) the BOARD voted to adopt the RESOLUTON FOR THE SALE OF BLOCK 2835, LOTS 14, 16, 20-22, and BLOCK 2836, LOTS 7, 8, 14, 15 and 24, NEWARK, NEW JERSEY.
6. Chair Cohen noted that the following resolution is a recognition by the University of appreciation. This will be presented by Dr. Lim to the representatives of Pi Kappa Phi at an event on campus on June 2, 2023 at the Wellness and Events Center; we are expecting 200 people in attendance.

BY A MOTION DULY MADE BY MS. CLAYTON, SECONDED BY MR. DAHMS AND UNANIMOUSLY APPROVED, the BOARD voted to adopt the RESOLUTION RECOGNIZING PI KAPPA PHI – BETA ALPHA CHAPTER'S 75<sup>TH</sup> ANNIVERSARY AT NJIT.

7. BY A MOTION DULY MADE BY MR. TOFT, SECONDED BY MS. CLAYTON AND UNANIMOUSLY APPROVED, the BOARD voted to adopt the RESOLUTION FOR 2023 HONORARY DOCTORATE RECIPIENTS.

8. BY A MOTION DULY MADE BY MS. CLAYTON, SECONDED BY MR. MASER AND UNANIMOUSLY APPROVED, the BOARD voted to adopt the RESOLUTION FOR FACULTY APPOINTMENTS WITH TENURE.
9. BY A MOTION DULY MADE BY DR. BAYNES, SECONDED BY MR. SHAH AND UNANIMOUSLY APPROVED, the BOARD voted to adopt the RESOLUTION TO AUTHORIZE CERTAIN UNIVERSITY OFFICIALS TO EXECUTE CONTRACTS.
10. **Chair's Report:**

Chair Cohen discussed the Tatweer-Egypt initiative for a international branch campus. He stated that with greater understanding of the agreement, the greater role clarity will be well understood as well as the potential risks and liabilities. It is our intention to move forward in this process, but we will not be voting on the proposed amendment any time soon, as we intend to receive comments from the Faculty Senate, so we still need more time; the earliest we can vote on this will be June or July. We are also engaged in a search for the next NJIT President. We recently hired a new basketball coach. Chair Cohen thanked Dr. Atam Dhawan for serving as Interim Provost, while not missing a beat in Research. Princeton University, Rutgers and Stevens have all been on campus to work with us more on collaborative grants. His leadership and collaboration with President Lim have been remarkable. This has been a major year of transition, and Dr. Dhawan has represented the University well. Chair Cohen also thanked the trustees for all their engagement; the trustee brand is good. He has met with the Student Senate, and they look to us for collaborative government. He hopes to see everyone at Inauguration, and we can look forward to celebrating.

11. **President's Report:**

President Lim acknowledged the faculty, staff and visitors to today's meeting, noting that he appreciates everyone's contributions to NJIT. He recognized Ed Wozencroft, newly promoted to the position of Vice President of Digital Strategy and CIO, and a member of the President's Council. He has hit the ground running, and will be partnering to move our digital strategy forward. He also recognized the appointment of Dr. John Pelesko as our next Provost. He is not present in person today, but will join us in August as our Provost and Sr. Vice President for Academic Affairs. John is an alum of NJIT, with a PhD in Mathematical Sciences; he currently serves as the Dean of the College of Arts and Sciences at the University of Delaware. He will bring both impressive credentials and rich experience. There will be an open reception for Dr. Pelesko and his wife, Dr. Michelle Pelesko on April 21<sup>st</sup>, from 3 p.m. to 4 p.m. Dr. Atam Dhawan was thanked for his service in the Interim Provost position. Dr. Lim thanked First Lady Gina Lim, NJIT's most passionate ambassador; he and Gina are committed to serving NJIT. Since he started, he has attended over 400 events on and off campus. Our faculty continue to excel in teaching and research, and our research performance remains strong. The total value of research awards is up \$1 million and research expenditures are up \$2.4 million so far this year, as compared to the same time last year. He highlighted NJIT's #1 ranking in the nation for public universities, based on a NY Times tool, when weighting for alumni earning, economic mobility and academic profile. He also spoke of the impact of our alumni. The Inauguration is coming up fast, and we continue to focus on the update to the Strategic Plan. As well, we have dates for the 2023 Commencement exercises, which will be on May 16<sup>th</sup> for MS and PhD commencements, and May 19<sup>th</sup> for the undergraduate

commencement ceremony. We will have three Honorary degree candidates, as set forth in the Resolution passed earlier: Kim Hanemann, Martin Tuchman, and Peter Cistaro.

12. **Alumni Association:**

The Alumni Association President, Mr. Vatsal Shah, gave a presentation and update on behalf of the NJIT Alumni Association. He described himself as a lifelong Highlander, and looked back on how he became engaged in the Association. The most important thing is that NJIT is the source of lifelong learning and education. Students come to NJIT for knowledge and learning. The Association has returned to in-person meetings, in order to better engage the board. He discussed regional clubs, and the goal of making NJIT a hub for lifelong learning. There are about 20 members of the board; they have changed the Board structure to have both members and board volunteers. The Association has grown. In the past 9 months, they have an emerging topic series of lifelong learning and DEIB events, both virtually and in person. They hosted a women in STEM panel, and the next series will be an ESG panel on May 2<sup>nd</sup>. They don't simply focus on education. The alumni weekend will be held June 2<sup>nd</sup> to June 4<sup>th</sup>, and he described other upcoming events. In the Alumni office, they are working on updating their database. Corporate clubs are a big part of NJIT, and have become more diverse and widespread. In the past 9 months, they have held regional events, including in Taiwan, and are exploring more events as a large feeder back to the organization. Chair Cohen asked what their biggest challenge is. Mr. Shah responded that they need to find a champion, as part of the university. Mr. Cohen agreed that engagement is important and it starts at the highest level. He added that if Board members and other have alumni within their organization, consider engaging them.

13. **Report of FY23 Fundraising Progress to Date:**

Vice President Alexo gave a report of FY 23 fundraising progress to date, referencing the Board materials. We continue to trend \$1.25 million ahead of the same time last year. We have gifts and pledges and multiple asks out. Dr. Alexo is focused on closing large asks; he believes we will surpass our goal for the year, as we are trending ahead of last year. The undergraduate alumni giving rate is slightly behind last year this time. On April 18<sup>th</sup> we will have the NCE Salute to Excellence Event, and an event for the Hillier School of Architecture on the 20<sup>th</sup> of April. He made another pitch for participation in Alumni Weekend. Dr. Alexo also commended the Board of Trustees for their 100% giving rate. All development officers have individual goals for gifts from volunteers. Dr. Alexo reminded the Board about Inauguration Week events, including an on-campus ceremony and evening event on April 28<sup>th</sup>.

14. **Report of the Chief Financial Officer:**

Sr. Vice President Brennan gave a financial report and update. We have a similar snapshot to last month. We project to overachieve our revenue targets by \$12 million, and we will carry forward the balances. As well, we are moving towards a new budget model. We had three days of internal meetings designed to make the budget a more inclusive process. We need \$10 million from the State for public polytechnic aid. We are in good shape for FY24. Ms. Brennan discussed our operating cash balances, in light of recent volatility; we have no exposure at this time. The Endowment is at \$148.4 million, which was impacted by market conditions. The Joint Investment Committee is discussing allocations, as we compare ourselves to institutions

reporting to NACUBO. We are looking to recalibrate our portfolio to seek more aggressive returns, which involves a robust discussion. We are asking for direction with our Trenton contacts. We need to get NJIT leadership before the Legislature. Dr. Garretson reminded everyone of the May 2<sup>nd</sup> date to meet in Trenton.

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

Sr. Vice President Christ reported on the Clery Crime data, referencing the report in the Board materials. We have seen an increase in non-violent crime, more closely tracking the 2019 levels prior to the COVID emergency. The annualized number is not reported until October. He discussed active shooter situations that we have witnessed in other parts of the country, and our efforts with our Department of Public Safety to be trained with the City of Newark, to be prepared to respond. There has been comprehensive training in “ALICE” protocols.

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

Chair Cohen reviewed the upcoming calendar of events, discussed previously in this meeting and set forth in the Board materials. We have started opportunities for Board members to engage with students.

17. Chair Cohen announced that the next regularly scheduled Closed Session, will convene on June 8, 2023 at 9:00 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, June 8, 2023 at 9:00 a.m.

The next regularly scheduled Public Session of the Board will take place on Thursday, June 8, 2023 at 11:00 a.m.

18. The Public Session was adjourned at 5:40 p.m.