

BOARD OF TRUSTEES OF MIDDLESEX COUNTY COLLEGE

Minutes of the Meeting of February 24, 2016

The scheduled meeting of the Board of Trustees of Middlesex County College was held at 9:00 a.m. in the Boardroom of Chambers Hall, located on the College campus. Members present were: Mmes. Power and Risoli, and Messrs. Finkelstein, Lisicki, Oras, Sica and Tighe. Dr. Morana, Ms. Palumbo, and Messrs. Antisell and Mulkerin, Raja were absent. Also present were President La Perla-Morales, Mr. Hoffman, Ms. D'Aloisio and several staff members.

In compliance with the "Open Public Meetings Act" of the State of New Jersey, adequate notice of this meeting was provided as follows:

- (a) On November 17, 2015, advance written notice of this meeting was posted in the lobby of Chambers Hall.
- (b) On November 17, 2015, advance written notice of this meeting was mailed to the Home News Tribune, 92 East Main Street #202, Somerville, New Jersey.
- (c) On November 17, 2015, a copy of this advance notice of the meeting was filed with the Clerk of the Middlesex County Board of Chosen Freeholders.
- (d) On November 17, 2015, a copy of this advance notice was filed with the President of Middlesex County College.
- (e) Any individual who has requested notice of this meeting has been forwarded a copy of the notice of such meeting.

Chairman Power led the Pledge of Allegiance.

MINUTES

Mr. Tighe moved, seconded by Mr. Sica, that the minutes of the scheduled meeting for January 27, 2016, be adopted as presented.

After discussion, the motion was approved.

ACADEMIC, STUDENT, ALUMNI & MINORITY AFFAIRS COMMITTEE

Mr. Lisicki moved, seconded by Mr. Sica, for adoption of resolutions 1. through 3:

1. WHEREAS, the Academic, Student, Alumni and Minority Affairs Committee of the Middlesex County College Board of Trustees met and after identifying the need and relevance, and upon recommendation of the College President, unanimously approved a new Certificate of Achievement in American Sign Language;

NOW, THEREFORE, BE IT RESOLVED, That the Board of Trustees approves the Certificate of Achievement in American Sign Language.

2. WHEREAS, the Board of Trustees of Middlesex County College (hereinafter referred to as the "Board") and the Passaic County Community College (hereinafter referred to as the "PCCC") have entered into a contract for the operation of a project entitled, NORTHERN NEW JERSEY BRIDGES TO THE BACCALAUREATE DEGREE (NNJ-B2B) for the period commencing August 1, 2015 and concluding July 31, 2016; and

WHEREAS, a proposal entitled, NORTHERN NEW JERSEY BRIDGES TO THE BACCALAUREATE DEGREE (NNJ-B2B) has been submitted by the College administration and agreed to by the PCCC in the amount of \$97,496; and

WHEREAS, R.S. 18A:64A-12J grants the Board the power to enter into contracts which it deems necessary and advisable with the State of New Jersey or any of its political subdivisions; and

WHEREAS, the Board has determined that the operation of a project entitled NORTHERN NEW JERSEY BRIDGES TO THE BACCALAUREATE DEGREE (NNJ-B2B) is consistent with the philosophy and purpose of the College,

NOW, THEREFORE, BE IT RESOLVED as follows:

- a. The Board approves the proposal for the project entitled, NORTHERN NEW JERSEY BRIDGES TO THE BACCALAUREATE DEGREE (NNJ-B2B), as submitted by the administration of Middlesex County College to the Passaic County Community College for the period August 1, 2015 through July 31, 2016 in the total amount of \$97,496.
- b. The Board herein ratifies the contract executed by the College President and the County of Middlesex.

3. WHEREAS, an application entitled TAACCCT (Trade Adjustment Assistance Community College and Career Training) has been submitted by the College to Bergen Community College (hereinafter referred to as the “Bergen”) in the amount of \$265,226; and

WHEREAS, Bergen has approved the application entitled TAACCCT as submitted by the College; and

WHEREAS, N.J.S.A. 18A:64A-12J grants the Board the power to enter into contracts which it deems necessary and advisable with the State of New Jersey or any of its political subdivisions; and

WHEREAS, the State requires approval by the governing body of Middlesex County College for modifications to the grant budget; and

WHEREAS, the Board has determined that the operation of a project entitled, TAACCCT is consistent with the philosophy and purpose of the College,

NOW, THEREFORE, BE IT RESOLVED that:

- a. The Board approves the application for the project entitled TAACCCT as submitted by the College to Bergen Community College for the period October 1, 2015 through September 30, 2016 in the total amount of \$265,226.
- b. The Board herein accepts the award of \$265,226 and authorizes the College President and/or her designee to implement the project.
- c. The Board approves the submission of budget modifications for the project, entitled TAACCCT.

After discussion, the motion was approved.

FACILITIES COMMITTEE

Mr. Sica moved, seconded by Mr. Tighe, for adoption of resolutions 1.a. through 7:

1. BE IT RESOLVED that based on the recommendation of the Executive Director of Facilities Management and the Vice President for Finance and Administration payment be authorized to the following firms:

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- a. Atlantic Engineering Labs for construction testing and laboratory services for the South Hall Academic Science building project in the amount of \$549.00.

Contract Amount	\$30,000.00
Previous Payments	24,779.06
Payment #10	<u>549.00</u>
Balance	<u>\$ 4,671.94</u>

- b. Benjamin R. Harvey Co., Inc. for general contractor services in conjunction with the West Hall Student Services building in the amount of \$739,646.10.

Contract Amount	\$11,518,646.00
Previous Payments	5,857,291.30
Payment #12	739,646.10
Retainage	<u>732,993.04</u>
Balance	<u>\$ 4,921,708.60</u>

- c. DLB Associates for Phase II engineering consulting services in conjunction with the Sprinkler System Design project in the amount of \$18,750.00.

Contract Amount	\$37,500.00
Payment #1	<u>18,750.00</u>
Balance	<u>\$18,750.00</u>

- d. DMR Architects for Phase III construction observation services for the West Hall Student Services building in the amount of \$8,357.00.

Contract Amount	\$156,500.00
Previous Payments	130,079.00
Payment #13	<u>8,357.00</u>
Balance	<u>\$ 18,064.00</u>

e. EPIC Management, Inc. for Phase II construction management services in conjunction with the South Hall Academic Science building in the amount of \$17,024.00.

Contract Amount	\$272,386.00
Previous Payments	192,939.00
Payment #13	<u>17,024.00</u>
Balance	<u>\$ 62,423.00</u>

f. EPIC Management, Inc. for Phase II construction management services in conjunction with the West Hall Student Services building in the amount of \$19,503.00.

Contract Amount	\$273,038.00
Previous Payments	230,321.00
Payment #13	<u>19,503.00</u>
Balance	<u>\$ 23,214.00</u>

g. Kelter & Gilligo Consulting Engineers for Phase III construction observation services in conjunction with the Facilities Management buildings high voltage switch replacement in the amount of \$800.00.

Contract Amount	\$2,000.00
Previous Payments	200.00
Payment #2	<u>800.00</u>
Balance	<u>\$1,000.00</u>

h. Kleinfelder for environmental consulting services for UST removal in the amount of \$220.75.

Contract Amount	\$247,061.13
Previous Payments	246,825.76
Payment #68 - FINAL	<u>220.75</u>
Balance	<u>\$ 14.62</u>

i. RSC Architects for Phase II architectural consulting services in conjunction with the Blue Colt Bookstore renovation project in the amount of \$1,000.00.

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Contract Amount	\$15,000.00
Previous Payments	14,000.00
Payment #4 - FINAL	<u>1,000.00</u>
Balance	<u>\$ 0.00</u>

- j. Vanas Construction Co., Inc. for general contractor services in conjunction with the South Hall Academic Science building in the amount of \$1,841,798.00.

Contract Amount	\$14,147,802.00
Previous Payments	7,786,522.00
Payment #12	1,841,798.00
Retainage	<u>506,753.00</u>
Balance	<u>\$ 4,519,482.00</u>

2. WHEREAS, The State of New Jersey has cooperative purchasing services available under N.J.S.A. 18A:64A-25.9 of the County College Contracts Law and N.J.S.A. 52:34-6.2b(3) applicable to the College;

NOW, THEREFORE, BE IT RESOLVED, That the following contract(s) be authorized under the provisions of cooperatives currently in effect:

<u>COOPERATIVE</u>	<u>CONTRACT NUMBER</u>	<u>COMPANY</u>	<u>DESCRIPTION</u>	<u>AWARD</u>
NJSC	89967	Dell Marketing	Computer Hardware	\$ 131,047.39
NJSC	89974	EPlus Technology	Computer Hardware	\$ 2,105.08

3. BE IT RESOLVED, That based on the recommendation of the Director of Purchasing and Inventory and the Vice President of Finance and Administration an award be made to the following firm(s) pursuant to a fair and open process:

- a. Special Quote # 9997 for Phase IV post construction services for West Hall Center for Student Services from a total of 16 responses received:

DMR Architects, Hasbrouck Heights, NJ for the amount of \$17,550.00.

- b. Special Quote # 10080 for Phase III post construction services for West Hall Center for Student Services from a total of 9 responses received:

Epic Management, Piscataway, NJ for the amount of \$39,005.00.

- c. Special Quote # 10274 for campus facilities audit from a total of 11 responses received:

Entech Engineering, Reading, PA for the amount of \$79,000.00.

4. BE IT RESOLVED, That whereas the College has previously solicited proposals for first-year contracts with second and third year options for renewals up to a three-year period as allowed by N.J.S.A. 18A:64A-25 et seq. the following renewal contracts are awarded:

- a. Second-Year Renewal Option for the period January 29, 2016 through January 30, 2017:

Special Quote # 10173 for Microsoft for Education: Dell Marketing LP, Round Rock, TX for the amount of \$38,934.42.

5. BE IT RESOLVED, That based on the recommendation of the Director of Purchasing and Inventory and the Vice President for Finance and Administration a bid award be made to the following firm(s):

- a. Bid # 16-36 for computer supplies from a total of 10 responses received:

SHI International Corporation, Somerset, NJ for the amount of \$14,651.00.

Allegheny Education Systems, Inc., Tarentum, PA for the amount of \$8,462.95.

EPlus Technology, Inc., Herndon, VA for the amount of \$7,284.77.

Adorama Inc., New York, NY for the amount of \$5,971.58.

GovConnection, Inc., Merrimack, NH for the amount of \$5,547.66.

Dell Marketing LP, Round Rock, TX for \$464.37.

- b. Bid # 16-37 for ceiling mounted projectors from a total of 7 responses received:

DFX, Berlin, NJ for the amount of \$80,255.40.

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6. BE IT RESOLVED that based on the recommendation of the Director of Purchasing and Inventory and the Vice President for Finance and Administration a contract for purchases and services classified as exempt under the provisions of N.J.S.A. 18A:64A-25 et seq. be made to the following firm(s):

The College Board, Mount Vernon, IL for Accuplacer tests for the not-to-exceed amount of \$46,250.00.

7. BE IT RESOLVED that based on the recommendation of the Executive Director of Facilities Management and the Vice President for Finance and Administration a Change Order be authorized to the following firm(s):

- a. Benjamin Harvey Co, Inc. for general contractor services required in conjunction with the West Hall Student Services building which reflects an Extension of Time at No Cost. The Substantial Completion date has changed from March 19, 2016 to April 21, 2016 and the Final Completion date has changed from April 18, 2016 to May 19, 2016.

Original Contract Amount	\$11,518,646.00
Change Order #9	<u>(+) 0.00</u>
New Contract Amount	<u>\$11,518,646.00</u>

- b. Vanas Construction Company, Inc. for general contractor services required in conjunction with the South Hall Academic Science building reflecting all materials and labor required to apply intumescent fireproofing to Column B-4 and the attached W14x12 in Corridor 147.

Previous Contract Amount	\$14,147,802.00
Change Order #13	<u>(+) 3,500.00</u>
New Contract Amount	<u>\$14,151,302.00</u>

- c. Vanas Construction Company, Inc. for general contractor services required in conjunction with the South Hall Academic Science building reflecting all materials and labor required to install 4" vent piping for the chemical waste neutralization system, from the waste tanks located in the Mechanical Room to the roof.

Previous Contract Amount	\$14,151,302.00
Change Order #14	<u>(+) 4,689.00</u>
New Contract Amount	<u>\$14,155,991.00</u>

- d. Vanas Construction Company, Inc. for general contractor services required in conjunction with the South Hall Academic Science building reflecting a credit for the elimination of the chilled water buffer tank as part of the chiller system.

Previous Contract Amount	\$14,155,991.00
Change Order #15	<u>(-) 4,730.00</u>
New Contract Amount	<u>\$14,151,261.00</u>

After discussion, the motion was approved.

FINANCE COMMITTEE

Mr. Finkelstein moved, seconded by Mr. Lisicki, for adoption of resolutions 1 through 4:

1. WHEREAS, The State of New Jersey and the County of Middlesex have funded construction, repair and replacement projects at Middlesex County College pursuant to the provisions of the County College Capital Projects Fund Act, L.1997, c.360; and

WHEREAS, Procedures for the authorization of specific projects to be completed at Middlesex County College require approval of the Board of Trustees and the Board of School Estimate; and

WHEREAS, The Facilities Committee of the Board of Trustees has reviewed the need for the projects as recommended by the President to the Board of Trustees; and

WHEREAS, The Facilities Committee recommends to the Board of Trustees that the following projects be included;

Renovation of Student Labs	\$2,450,000
Site improvements	<u>950,000</u>
TOTAL	\$3,400,000

NOW, THEREFORE, BE IT RESOLVED That the following projects for Fiscal Year 2017:

Renovation of Student Labs	\$2,450,000
Site improvements	<u>950,000</u>
TOTAL	\$3,400,000

are hereby approved by the Board of Trustees for implementation on the Middlesex County College campus, pursuant to the provisions of the County College Capital Projects Fund Act, L.1997, c.360; and

BE IT FURTHER RESOLVED, That the Board of Trustees contemplates that the funding for the aforementioned projects would be equally divided between the County of Middlesex and the State of New Jersey pursuant to the provisions of NJSA 18A:64A-22 et seq.; and

BE IT FURTHER RESOLVED, That the Secretary of the Board of Trustees submit a copy of this resolution to the members of the New Jersey Council of County Colleges and the Board of School Estimate for their consideration; and

BE IT FURTHER RESOLVED, That the Board of School Estimate be requested to consider this resolution at a meeting of said Board at a date and time to be determined, in the Freeholders Meeting Room, County Administration Building, New Brunswick, New Jersey.

2. WHEREAS, The Board of Trustees has determined that \$78,051,662 is the amount necessary for the Current Unrestricted Fund and \$2,000,000 is the amount necessary for the Minor Capital Fund for said fiscal year July 1, 2016 to June 30, 2017; and

WHEREAS, The Board of Trustees held a public hearing to review said budget on February 19, 2016,

NOW, THEREFORE, BE IT RESOLVED As follows:

- a. The budget for the fiscal year July 1, 2016 to June 30, 2017 in the amount of \$78,051,662 for Current Unrestricted Operations and \$2,000,000 for Minor Capital be approved; and
- b. The Assistant Secretary of the Board of Trustees be, and she is hereby, instructed to forward a copy of said budget to each of the members of the Board of School Estimate; and
- c. A public hearing by the Board of School Estimate with respect to the amount of money estimated to be necessary for Current Unrestricted Fund and Minor Capital Fund for the fiscal year July 1, 2016 to June 30, 2017 shall be held at the

Freeholders Meeting Room, County Administration Building, New Brunswick, New Jersey at a date and time to be determined; and

- d. The Vice President for Finance and Administration be, and she is hereby, instructed to publish in the Home News Tribune, East Brunswick, NJ, at least seven (7) days prior to the date fixed for the public hearing and also set forth an itemized statement as to the amount of money which the Board of Trustees has determined to be necessary for the Current Unrestricted Fund for the Fiscal Year July 1, 2016 to June 30, 2017, which notice shall also indicate that said itemized statement will be on file and open to examination by the public between 8:30 a.m. and 4:30 p.m., Monday through Friday, at the Office of the Vice President for Finance and Administration at Middlesex County College, Edison, NJ, from the date of publication to the date of the public hearing.

3. WHEREAS, The President has recommended an increase in the tuition rates, for academic sessions scheduled for FY 2017, including Summer I session FY 2016, in order to provide a portion of the revenue resource for the services to be rendered; and

WHEREAS, The President has developed a Current Unrestricted Fund to provide educational and other services to the students of Middlesex County College for the year July 1, 2016 to June 30, 2017; and

WHEREAS, Said services are funded by students, the State of New Jersey and the County of Middlesex; and

WHEREAS, As required by the Higher Education Restructuring Act of 1994 a public hearing was held on February 19, 2016,

NOW, THEREFORE, BE IT RESOLVED That the following changes in credit hour tuition rates, be approved commencing with the sessions scheduled for FY 2017, including pre-summer session FY 2016 as follows:

- a) In-county tuition credit hour rate be increased from \$106.00 per credit hour to \$108.00 per credit hour; and
- b) Out-of-county tuition credit hour rate be increased from \$212.00 per credit hour to \$216.00 per credit hour; and
- c) Out-of-state tuition credit hour rate be increased from \$212.00 per credit hour to \$216.00 per credit hour.

4. BE IT RESOLVED, That the invoice for professional services rendered by the firm of Wilentz, Goldman & Spitzer for the period October 1, 2015 through and including December 31, 2015 be approved for payment in the amount of \$12,576.25.

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Legal services rendered from October 1, 2015 through and including December 31, 2015 for normal operations of Middlesex County College	\$14,625.00
Less fifteen percent courtesy discount on fees	(\$2,193.75)
Total disbursements from October 1, 2015 through December 31, 2015	<u>145.00</u>
Total	<u>\$12,576.25</u>

After discussion, the motion was approved.

HUMAN RESOURCES COMMITTEE

Mr. Finkelstein moved, seconded by Mr. Sica, for adoption of all resolutions: Sections 1 through 7:

BE IT RESOLVED that the following actions be approved pursuant to recommendations by the President and to the provisions of the N.J.S.A. Section 18A:64A-12:

SECTION 1 – MANAGEMENT

MANAGEMENT APPOINTMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>BUDGET CODE</u>	<u>ANNUAL SALARY</u>	<u>DATE</u>
DeMatteo, Nick	Continuing Education	Director, Corporate Education & Training	1-520000-9126-1-00	\$84,306	03/01/16
Sofo, Dianna	Information Technology	Administrative Systems Analyst	1-092000-9121-1-00	\$84,306	03/14/16

SECTION 2 – FACULTY

FACULTY SEVERANCE COMPENSATION PROGRAM –RETIREMENT RESCINDED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>DATE</u>
Trainor, Diane	Natural Sciences	06/30/15

FACULTY COMPENSATION

<u>NAME</u>	<u>DEPARTMENT</u>	<u>REASON</u>	<u>BUDGET CODE</u>	<u>PAYMENT</u>
Buscemi, Santi	English	IX-M 542	1-221000-9122-1-00	\$71
Shur, Ellen	English	IX-M 542	1-221000-9122-1-00	\$202
Spano, Mathew	English	IX-M 542	1-221000-9122-1-00	\$81
Strugala, Richard	English	IX-M 542	1-221000-9122-1-00	\$99

SECTION 3 – CONFIDENTIAL

CONFIDENTIAL LEAVE OF ABSENCE

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TYPE OF LEAVE</u>	<u>DATES</u>
Charterina, Linda	Human Resources	Paid	02/08/16-05/06/16

SECTION 4 – NON-ACADEMIC (UNIT AFFILIATED)

NON-ACADEMIC APPOINTMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>BUDGET CODE</u>	<u>ANNUAL SALARY</u>	<u>DATE</u>
Arena, Anthony	Buildings & Grounds	Groundsperson II	1-732000-9161-1-00	\$38,003	03/08/16
Giyriqi, Bujar	Custodial Services	Custodian	1-720000-9160-1-00	\$28,403	03/01/16
Ochoa, Carolina	New Brunswick Center	Student Records Assistant	1-283000-9130-2-00	\$33,899	03/01/16
Otero, Jose	Custodial Services	Custodian	1-720000-9160-1-00	\$28,403	03/01/16

+\$1.05/hr shift diff.
+ \$0.75/hr shift diff.
+\$1.05/hr shift diff.

NON-ACADEMIC CHANGE OF STATUS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>BUDGET CODE</u>	<u>ANNUAL SALARY</u>	<u>DATE</u>
Onyschak, Richard	Information Technology	Information Technology Support Technician	1-092000-9132-1-00	\$50,385	03/01/16

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SECTION 5 – NON-ACADEMIC (NON-UNIT AFFILIATED)**NON-ACADEMIC APPOINTMENT – PART-TIME/TEMPORARY**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>BUDGET CODE</u>	<u>HOURLY</u>	<u>DATES</u>
Abbasi, Raed	Engineering Technologies	Peer Tutor	1-238500-9150-1-00	\$8.38	01/25/16-05/10/16
Chua, Hubert	Tutoring Services	Tutor	1-651000-9141-1-00	\$12.00	01/25/16-06/30/16
Chunawala, Dhruv	Tutoring Services	Peer Tutor	1-651000-9147-1-00	\$9.50	01/25/16-06/30/16
Devich, Kendall	Computer Science & IT	Student Technical Assistant	1-239500-9141-1-00	\$8.38	01/25/16-06/30/16
Fatima, Anam	Tutoring Services	Peer Tutor	1-651000-9150-1-00	\$9.50	01/25/16-06/30/16
Frimpong Mansa, Richard	Tutoring Services	Tutor	1-651000-9150-1-00	\$12.00	01/25/16-06/30/16
Gerena, Andrew	Computer Science & IT	Student Technical Assistant	1-239500-9141-1-00	\$8.38	01/25/16-06/30/16
Granato, Karen	Mathematics	Senior Tutor	1-219000-9147-1-00	\$12.00	01/25/16-06/30/16
Grishkevich, Anna	Tutoring Services	Senior Tutor	1-651000-9150-1-00	\$15.00	01/25/16-06/30/16
Haskins, Jaren	Student Activities	Student Worker	1-181000-9141-1-00	\$8.38	02/01/16-06/30/16
Hernandez, Teresa	Tutoring Services	Tutor	1-651000-9150-1-00	\$15.25	01/25/16-06/30/16
Hood, Shani	Minority Student Affairs	Peer Mentor	1-116000-9141-1-00	\$8.38	01/25/16-06/30/16
Ilelaboye, Oyebola	Engineering Technologies	Student Technical Assistant	1-238500-9141-1-00	\$8.38	01/25/16-05/10/16
Khallaf, Hager	Testing Center	Testing Assistant	1-655000-9150-1-00	\$18.00	02/15/16-06/30/16
Kim, Henry	Tutoring Services	Senior Tutor	1-651000-9147-1-00	\$15.00	01/25/16-06/30/16
Kinney, Michael	Tutoring Services	Tutor	1-651000-9150-1-00	\$12.00	01/25/16-06/30/16
Lam, Christina	Admissions	Admissions Assistant	1-111000-9147-1-00	\$20.00	02/01/16-06/30/16
Norton, Rebecca	Engineering Technologies	Senior Tutor	1-238500-9147-1-00	\$12.00	01/25/16-05/10/16
Pabon, Jean	Engineering Technologies	Student Technical Assistant	1-238500-9141-1-00	\$8.38	02/04/16-05/10/16
Parris, Nneena	Tutoring Services	Peer Tutor	1-651000-9150-1-00	\$9.50	01/25/16-06/30/16
Patel, Gunj	Engineering Technologies	Student Technical Assistant	1-238500-9150-1-00	\$8.38	01/30/16-05/10/16
Patil, Siddharth	Engineering Technologies	Lab Coordinator	1-238500-9150-1-00	\$12.00	01/25/16-05/10/16
Powell, Joseph	Tutoring Services	Tutor	1-651000-9150-1-00	\$12.00	01/25/16-06/30/16
Reh, Marvin	Hospitality, Culinary Arts & Dietetics	Lab Assistant	1-234000-9147-1-00	\$9.00	01/25/16-05/10/16

Roa, Isaiah	Minority Student Affairs	Peer Tutor	1-116000-9141-1-00	\$9.50	01/25/16-06/30/16
Rodriguez, Stephanie	Student Activities	College Center Assistant	1-181000-9150-1-00	\$10.00	01/25/16-06/30/16
Salnikova, Tatyana	Tutoring Services	Senior Tutor	1-651000-9147-1-00	\$15.00	01/25/16-06/30/16
Sathiyamoorthy, Inbarasi	Minority Student Affairs	Peer Tutor	1-651000-9141-1-00	\$9.50	01/25/16-06/30/16
Schroeder, Michael	Engineering Technologies	Peer Tutor	1-238500-9141-1-00	\$8.38	01/25/16-05/10/16
Schurko, Judith	Tutoring Services	Tutor	1-651000-9147-1-00	\$12.50	01/25/16-06/30/16
Shah, Rishi	Engineering Technologies	Student Technical Assistant	1-238500-9141-1-00	\$8.38	01/25/16-05/10/16
Shah, Saurabh	Tutoring Services	Senior Tutor	1-651000-9141-1-00	\$15.00	02/04/16-06/30/16
Sharma, Meenu	Mathematics	Senior Tutor	1-219000-9147-1-00	\$12.00	02/03/16-06/30/16
Sheridan, Ian	Facilities Maintenance	Groundsperson	1-732000-9150-1-00	\$12.00	01/01/16-06/30/16
Simonet, Michael	Tutoring Services	Peer Tutor	1-651000-9147-1-00	\$10.25	01/25/16-06/30/16
Skaev, Alan	Engineering Technologies	Peer Tutor	1-238500-9141-1-00	\$8.38	02/08/16-05/10/16
Stepniewski, Aleksandra	Tutoring Services	Tutor	1-651000-9147-1-00	\$12.00	01/25/16-06/30/16
Strauss, Jeremy	Tutoring Services	Senior Tutor	1-651000-9147-1-00	\$15.00	01/25/16-06/30/16
Tanko, Farida	Tutoring Services	Tutor	1-651000-9150-1-00	\$12.00	02/09/16-06/30/16
Tarectecan, Christian	Engineering Technologies	Peer Tutor	1-238500-9141-1-00	\$8.38	01/25/16-05/10/16
Tomei, Csilla	English	Senior Writing Center Tutor	1-221000-9150-1-00	\$12.00	02/08/16-06/30/16
Usman, Faisal	Tutoring Services	Peer Tutor	1-651000-9141-1-00	\$8.38	01/25/16-06/30/16
Wegrzyn, Steven	Police	Police Dispatcher	1-070000-9147-1-00	\$13.00	02/11/16-06/30/16
Yuan, Stanley	Tutoring services	Tutor	1-651000-9147-1-00	\$12.00	01/25/16-06/30/16

SECTION 6 – GRANTS AND SPECIAL PROJECTS

GRANTS AND SPECIAL PROJECTS – PART-TIME APPOINTMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>BUDGET CODE</u>	<u>HOURLY</u>	<u>DATES</u>
Cyckowski, Erin	Child Care	Teacher Assistant	5-544017-9141-1-43	\$8.38	02/16/16-06/30/16
Ferreira, Carmo	Natural Sciences	Research Coordinator	5-210004-9150-1-44	\$20.00	02/01/16-06/30/16
Ferrer, Stephane	School Relations	Student Ambassador	5-080003-9141-1-44	\$8.38	02/08/16-05/13/16
Howard, Tenisha	Project Connections	Learning Disability Specialist	5-113021-9150-1-65	\$20.15	01/25/16-05/31/16
Patel, Shivangi	Child Care	Child Care Assistant	5-544017-9150-1-43	\$8.50	01/25/16-06/30/16

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Somerville, Jeanine Child Care Teacher Assistant 5-544017-9150-1-42 \$12.50 01/19/16-06/30/16

SECTION 7 –PAYROLLS

ACADEMIC ADVISING

BE IT RESOLVED that the following payroll for Academic Advising be approved for the pay period ending February 2, 2016 beginning with the name **Balabkins, Xenia** and ending with the name **Wathen, Christine** for a total amount of \$7,233.50 (budget code 1-195000-9155-1-00):

<u>NAME</u>	<u>AMOUNT</u>
Balabkins, Xenia	\$1,702.00
Buscemi, Elaine	816.50
Graber, Patricia	2,760.00
Kanwal, Virender	644.00
Olson, Jerome	851.00
Somma, June-Ann	414.00
Strugala, Richard	23.00
Wathen, Christine	<u>23.00</u>
TOTAL	\$7,233.50

DIVISION OF CONTINUING EDUCATION

a) BE IT RESOLVED that the following list of individuals who have successfully completed assignments for the Division of Continuing Education and are entitled to payment from the Division of Continuing Education accounts for February 2016 be approved for the indicated amounts listed below beginning with the name **Masterson, Robert** and ending with the name **Rapolla, Nancy** for the total amount of \$11,880.00 (budget code 5-520005-9116-1-33):

CAREER TRAINING CENTER

<u>NAME</u>	<u>CONTRACT #</u>	<u>AMOUNT</u>
Masterson, Robert	15-16:575	\$3,960.00
Patel, Anjana	15-16:576	3,960.00
Rapolla, Nancy	15-16:577	<u>3,960.00</u>

TOTAL \$11,880.00

b) BE IT RESOLVED that the following list of individuals who have successfully completed assignments for the Division of Continuing Education and are entitled to payment from the Division of Continuing Education accounts for February 2016 be approved for the indicated amounts listed below beginning with the name **Coleman, Deloris** and ending with the name **Pennington-Joyner, Lori** for the total amount of \$6,085.00 (budget code 1-520000-9116-1-00):

CORPORATE EDUCATION AND TRAINING

<u>NAME</u>	<u>CONTRACT #</u>	<u>AMOUNT</u>
Coleman, Deloris	15-16:409	\$800.00
Del Vecchio, Michelle	15-16:410	375.00
Dempsey, Lauren	15-16:411	180.00
Grilli, Kathryn	15-16:399	400.00
Grilli, Kathryn	15-16:400	400.00
Grilli, Kathryn	15-16:401	400.00
Grilli, Kathryn	15-16:402	400.00
Grilli, Kathryn	15-16:403	400.00
Grilli, Kathryn	15-16:404	400.00
Harris, Lisa	15-16:406	450.00
Harris, Lisa	15-16:407	450.00
Harris, Lisa	15-16:408	450.00
Mitch, Catherine	15-16:413	180.00
Pennington-Joyner, Lori	15-16:414	400.00
Pennington-Joyner, Lori	15-16:419	400.00
TOTAL		\$6,085.00

c) BE IT RESOLVED that the following list of individuals who have successfully completed assignments for the Division of Continuing Education and are entitled to payment from the Division of Continuing Education accounts for February 2016 be approved for the indicated amounts listed below beginning with the name **Anderson, David** and ending with the name **Tricario, Mary** for the total amount of \$8,085.00 (budget code 1-510000-9116-1-00):

PROFESSIONAL AND COMMUNITY PROGRAMS (ADULT PROGRAMS)

2/24/16

<u>NAME</u>	<u>CONTRACT #</u>	<u>AMOUNT</u>
Anderson, David	15-16:450	\$135.00
Anderson, David	15-16:450	135.00
Damato, John	15-16:318	2,160.00
Molloy, William	15-16:531	210.00
Pucillo, Agnes	15-16:540	1,020.00
Pucillo, Agnes	15-16:540	1,680.00
Reinhold, Paul	15-16:358	2,025.00
Tricario, Mary	15-16:371	<u>720.00</u>
	TOTAL	\$8,085.00

- d) BE IT RESOLVED that the following list of individuals who have successfully completed assignments for the Division of Continuing Education and are entitled to payment from the Division of Continuing Education accounts for February 2016 be approved for the indicated amounts listed below beginning with the name **Edwards, Denise** and ending with the name **Yadin, Nirit** for the total amount of \$295.00 (budget code 1-511000-9116-1-00):

PROFESSIONAL AND COMMUNITY PROGRAMS (CULINARY PROGRAM)

<u>NAME</u>	<u>CONTRACT #</u>	<u>AMOUNT</u>
Edwards, Denise	15-16:511	\$100.00
Edwards, Denise	15-16:511	107.50
Yadin, Nirit	15-16:563	<u>87.50</u>
	TOTAL	\$295.00

- e) BE IT RESOLVED that the following list of individuals who have successfully completed assignments for the Division of Continuing Education and are entitled to payment from the Division of Continuing Education accounts for February 2016 be approved for the indicated amounts listed below beginning with the name **Esannason, Laura** and ending with the name **George, Chrismol** for the total amount of \$5,558.00 (budget code 5-510011-9116-1-41):

PROFESSIONAL AND COMMUNITY PROGRAMS (ALLIED HEALTH GRANT INSTRUCTIONAL STAFF)

<u>NAME</u>	<u>CONTRACT #</u>	<u>AMOUNT</u>
Esannason, Laura	15-16:430	\$1,890.00
Esannason, Laura	15-16:568	260.00

Esannason, Laura	15-16:430	798.00
George, Chrismol	15-16:566	2,250.00
George, Chrismol	15-16:566	<u>360.00</u>
	TOTAL	\$5,558.00

HUMAN RESOURCES

BE IT RESOLVED that the following personnel action in the Department of Human Resources for the Spring 2016 Adjunct payroll be approved.

<u>NAME</u>	<u>COURSE 1</u>	<u>COURSE 2</u>	<u>COURSE 3</u>	<u>COURSE 4</u>	<u>COURSE 5</u>	<u>COURSE 6</u>	<u>TOTAL</u>
Abbott, Gary	ESL-074-72	ESL-099-05					\$6,000
Abdullah, Keilani	SOC-121-17	SOC-121-25	SOC-122-01				\$6,462
Abrams, Nancy	PSY-217-01	PSY-223-06	PSY-223-08				\$6,912
Acuna-Nasralla, Maria	ENG-010- NAL1	ENG-010- NCL1	ENG-010S-NAL1	ENG-122-1J			\$5,744
Aftab, Mohammed	CSC-105-75						\$2,154
Agarwal, Seema	CHM-010-06	CHM-125-02					\$6,462
Ahmad, Mobashar	PHY-123-04	PHY-125-03	PHY-125-02	PHY-126-01			\$7,520
Aker, Kelly	MAT-013- CL58	MAT-013- AL58	MAT-013S-AL58				\$4,308
Alequin, Michele	ENG-010-AL2	ENG-010-CL2	ENG-010S-AL2	ENG-010-SP3			\$5,744
Al-Ghizawi, Basim	ENG-121-AL2	ENG-121-CL2	ENG-0121S-AL2	ENG-010-35			\$5,744
Allen, Danielle	RDG-011- AL59	RDG-011-CL59	RDG-011S-AL59				\$3,590
Allen, Dijha	SSD-101-INS2						\$2,154
Alouach, Hamid	PHY-123-76	PHY-125-76	PHY-124-04				\$7,180
Altman, Jennifer	SOC-121-IN	SOC-121-IN1					\$6,000
Altman, Susan	ART-145-71	ART-105-73	ART-220-01				\$10,000
Ambrose, David	ART-105-SP2						\$2,154
Amin, Patangi	ECO-201-72	ECO-202-T1					\$4,308

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Anjum, Aruba	PSY-123-05	PSY-123-12			\$4,308
Ansine, Janet	ENG-121-04	ENG-122-N2	ENG-121-NE		\$6,768
Arboleda, Julio	SPA-122-04	SPA-226-01	SPA-232-73		\$6,912
Arch, Rebecca	HIS-258-01				\$2,154
Arora, Vandana	BIO-124-02				\$4,308
Ashbourne, Karene	ENG-121-SP3	ENG-121-5N			\$4,308
Aubourg, Joseph	COM-115-SP2				\$2,154
Awale, Rohini	CSC-105-S2				\$2,154
Ayers, Christopher	MAT-013-76	MAT-013-AL64	MAT-013-CL64	MAT-013S-AL64	\$7,180
Baig, Mirza	BIO-111-NE				\$4,308
Bajpai, Manisha	BIO-123-64				\$4,308
Balandran, Jose	HCD-101-74				\$3,000
Bale, John	SPE-121-06	SPE-121-21	SPE-121-61		\$6,768
Bancroft, Sharon	CSC-105-NE				\$2,304
Banduk, Edward	CSC-105-71				\$2,154
Banyaeski, Mark	MAT-101-57				\$3,000
Baptiste, Henri	CSC-106-62	CSC-106-60			\$7,180
Baranski, Regina	SPA-121-P2	SPA-121-SP2	SPA-122-SP2		\$6,912
Barnhart, Steven	PSY-123-INT1	PSY-123-INT2			\$6,000
Barthole, Myriam	FRE-121-71				\$2,154
Barton, Christine	DHY-212-01				\$7,680
Baum, John	CPT-100-58				\$2,154
Becker, Rochelle	SPE-121-5N				\$2,154
Beeden, Jeffrey	MEC-222-71				\$2,256
Beilis, Jennifer	ASL-121-02				\$2,154
Bell, Laurie	HIS-132-06	HIS-121-SP4			\$4,308
Bell, Paula	SOC-121-P2	SOC-131-03			\$4,608
Berardo, Robert	HIS-221-04	HIS-131-09			\$4,308
Berberich, Edward	MAT-129A-62				\$2,256
Bernarducci, James	RDG-011-AL2	RDG-011-CL2	RDG-011S-AL2		\$5,000

Bertha, Shannon	HED-150-64						\$3,000
Beyer, Yvonne	ASL-122-71						\$2,256
Biedzynski, James	HIS-131-03	HIS-121-05	HIS-131-13				\$7,263
Blair, Annette	MAT-102-01	MAT-013-NAL1	MAT-013-NCL1	MAT-013S-NAL1			\$6,768
Blakey, Myrtle	BIO-106-76						\$3,760
Blander, Alan	BIO-010-06	BIO-105-01					\$8,448
Bligh, Ronald	HED-150-71						\$2,256
Blomquist, Sara	ENG-121-AL6	ENG-121-CL6	ENG-0121S-AL6				\$3,590
Boccippio, Sally	RDG-011-AL7	RDG-011-CL7	RDG-011S-AL7	RDG-011-AL60	RDG-011-CL11	RDG-011S-AL60	\$7,520
Bogar, Mary	MUS-140-07						\$3,000
Bonacci, Nicole	PSY-151-SP2						\$2,154
Bongiorno, Kim	DHY-108-01	DHY-212-01					\$8,877
Bonura, John	POL-201-01	POL-201-73	SOC-225-72				\$6,768
Borner, Janet	ESL-091-65	ESL-074-62					\$4,308
Borodkin, Liliya	PSY-235-04	PSY-232-03	PSY-232-02				\$6,768
Bost, Kim	PSY-123-PE						\$2,154
Boszko, Jamie	HIS-121-26						\$2,154
Bouhlas, Arete	SPE-121-NE						\$2,256
Boyadjian, Dana	MAT-101-76						\$2,256
Brammer, Liliya	ESL-075-76						\$2,154
Braunsdorf, Edward	MAT-131-59	MAT-129A-IN	MAT-129-62				\$8,272
Brechka, Thomas	ELT-221-64						\$4,308
Britt, Arlene	SPE-121-23	SPE-121-25	SPE-121-5P				\$6,768
Brodsky, Debra	SOC-121-77						\$2,154
Brower, Sharon	ENG-122-NW						\$2,421
Brown, Mecca	PSY-255-02						\$2,154
Browning, Daniel	SPE-121-04						\$2,154
Bryant Jr., Robert	MEC-221-71						\$2,256
Burnett, Joshua	ENG-122-27	ENG-122-SP2	ENG-121-72				\$6,462
Burton, Rita	PSY-123-71	PSY-123-72					\$6,000

Ciampichini, David	ESL-086-5P	ESL-092-5P	ESL-091-75		\$6,462
Cirbus, Phyllis	ESL-072-PA1				\$2,421
Cmil, Darnyelle	PSY-255-IN1	PSY-222-IN	PSY-222-IN1		\$6,462
Coccia, Jennifer	CHM-118-60	CHM-125-64			\$7,180
Cohen, Roger	ACC-102-04				\$2,872
Cohen, Susan	MAT-102-60				\$2,850
Collins, Patricia	ESL-074-5P	ESL-085-5P	ESL-072-5P		\$6,912
Cooper, Kathleen	CHM-010-70				\$4,842
Cornacchia, Joseph	MAT-013-CL4	MAT-013-AL4	MAT-013S-AL4		\$4,512
Cornell, Nancy	ENG-121-62	ENG-121-63			\$4,512
Corso, Mark	PSY-123-14	PSY-232-05	PSY-123-03		\$8,550
Costa, Stacy-Lynn	PSY-123-P2				\$2,154
Costantino, Paige	ENG-121-SP2	ENG-122-76			\$4,308
Crecenzio, Maria	ESL-073-PA	ESL-074-PA			\$4,308
Cretella, Ralph	CJU-124-03				\$2,154
Cullen, Thomas	CHM-222-64	CHM-228-64			\$5,376
Cuozzo, Michael R.	SPE-121-20	SPE-121-74			\$2,616
Curry, Mirian	CSC-105-PA	CSC-107-IN2			\$5,000
Dademo, Raymond	ENG-121-5N1	ENG-122-5N1			\$4,308
Daley, Michael	FSC-204-72				\$2,154
Dalina, Kevin	SOC-121-INT2				\$3,000
Daneshpour, Jonathan	ENG-121-19	ENG-121-AL5	ENG-121-CL5	ENG-0121S-AL5	\$5,744
Darwish, Ihab	CSC-105-5N	CSC-264-02			\$5,026
Dawkins, Debra	ENG-121-PE	ENG-121-SP6			\$4,308
De Angelo, Walter	POS-201-72				\$3,000
De Cillis, Laura	PSY-257-S2				\$2,256
De Rupo, Gwendolyn	SCI-206-74				\$3,008
de Uriarte, Brian	ECO-202-71	PHI-122-04			\$6,000
Del Vecchio, Sallie	ENG-212-02				\$3,000
Dell'Omo, Louis	COM-210-01	SPE-123-01			\$6,000

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Delmonaco-Pennington, M.	PSY-226-73	PSY-232-ISP2			\$2,872
Deluca, Joseph	MAT-129-NE	MAT-129-AL5	MAT-129-CL5	MAT-090-AL5	\$6,462
DeLuca, Michael	MEC-123-64				\$4,308
DeLucia, Maria	MAT-014-IN	MAT-124-IN			\$7,000
Depinto, Austen	ART-123-73	ART-124-01	ART-124-02		\$6,462
Devito, Ronald	ECO-201-73				\$2,256
Dhanda, Naresh	CSC-239-62				\$5,000
Di Iorio, Giovanni	MAT-013-NAL3	MAT-013-NCL3	MAT-013S-NAL3		\$4,512
Dibiasi Domalewski, H.	PSY-151-01	PSY-264-71	PSY-251-61		\$6,462
Dilorenzo, Maria	ENG-121-PA				\$2,154
Dinitz-Sklar, Jill	MAT-123-IN	MAT-123-IN3	MAT-123-IN2		\$6,768
Disbrow, Robert	FSC-209-71				\$2,154
Disoteo, Susan	DHY-108-01	DHY-114-01			\$4,512
Dixon, Bilal	PED-139-73	MKT-201-01	MKT-201-03		\$5,744
Dolan, Colm	ACC-101-SP2				\$2,872
Dolan, Robert	CSC-107-75	CSC-105-73			\$3,590
Domaradzki, Magdalena	ESL-064-PA	ESL-073-73	ESL-075-5P		\$6,768
Dommar, Caesar	FRE-122-73				\$2,154
Doran, Rob	MAT-129B-04	MAT-206-59	MAT-234-58		\$8,272
Dougherty, Marianne	CSC-105-07	CSC-105-09			\$4,608
Drayer, Wayne	MAT-014-13	MAT-014-AL4	MAT-014-CL4	MAT-014S-AL4	\$7,180
Driscoll, Maria	MAT-013-NCL2	MAT-013-NAL2	MAT-013S-NAL2	MAT-013-N2	\$7,520
Drost, Donald	MAT-101-58				\$3,000
Drumbore, Keith	ENG-122-1C				\$3,000
Duho, Jennifer	ESL-099-03				\$2,154
Dunbar, Rita	MAT-014-5N				\$2,872
Dunning, John	PSY-123-NE				\$3,000
Dyak, Brian	MAD-114-73				\$3,590

Dziekpor, Winfred	PHY-133-60	PHY-135-60		\$4,308
Dzurisin, Andrew	SOC-121-22			\$3,000
Edgley, Allison	COM-110-02			\$2,154
Edwards, Melissa	JOU-203-IS	JOU-204-IS	ENG-121-09	\$5,000
Edwards-Wilson, R.	PSY-123-5N1	PSY-235-03		\$4,608
Elhadidy, Radwa	ESL-099-73			\$2,154
Elkhalifa, Sally	DHY-108-01	DHY-212-01		\$6,016
Elorza, Elisa	MAD-113-01			\$3,590
Espinoza, Dennys	SPA-121-71			\$2,154
Fabiano, Philip	BUS-101-73			\$2,421
Fabiano, William	SOC-121-07	SOC-121-S3		\$5,700
Farabaugh, Daniel	HIS-121-NE			\$2,154
Farrell, Jennifer	MAT-107-02			\$2,154
Farrett, Peter	CSC-162-62	CSC-161-66		\$6,000
Fash, James	MGT-220-IS			\$1,436
Fazio, Christa	ESL-085-76			\$2,154
Ferner, Michael	PHY-124-64	PHY-126-64		\$4,512
Ferriter, James	HED-150-76	PED-139-61		\$3,760
Fidler, Megan	MAT-129-59	MAT-129-INS2		\$5,744
Fields, Alexandra	RDG-011S-AL4	RDG-011S-AL17		\$4,000
Fleming, Phyllis	IDC-102-01			\$2,000
Flynn, Arlene	HED-150-22	HED-150-5P		\$4,512
Flynn, Dorothy	DHY-108-01	DHY-212-01		\$7,180
Ford, Rosalind	HED-150-03	HED-150-05	HED-150-61	\$6,462
Forrest, Dana	SOC-240-72	PSY-255-73		\$4,308
Foster, Ebony	SCI-206-72			\$2,872
Foster, Steven	ELT-222-01			\$6,000
Fouad, Kimberly	BIO-010-05			\$3,000
Fox, Carol	ENG-122-20	ENG-122-75		\$4,608
Franklin, Guy	CSC-248-56	CSC-162-60		\$2,872

Granato, Karen	MAT-013-PCL1	MAT-013-PAL1	MAT-013S-PAL1	\$4,308	
Grant, Paul	ENG-122-46			\$2,304	
Granuzzo, Nanette	ITA-122-03			\$3,000	
Grau, Cesar	SPA-122-NE			\$2,850	
Gray, Carlston	MAT-014-PA			\$3,008	
Gray-Afanasyev, M.	ASL-121-04			\$2,154	
Grek, Daniel	CIT-219-01	MEC-119-72		\$7,000	
Grilli, Kathryn	MKT-143-73			\$2,154	
Grinberg, Alexander	MAT-131-NE			\$2,872	
Grisham, Charles	HIS-121-07	HIS-131-01	HIS-121-P2	\$6,462	
Groninger, Don	MAT-131-IN	MAT-131-IN1		\$8,000	
Grossi, Joanna	ESL-083-5P	ESL-084-5P		\$4,308	
Grundfest, Robert	SOC-131-T1			\$2,154	
Gu, Qingli	CHN-121-72			\$2,154	
Guancione, Karen	ART-105-P2	ART-105-PA		\$4,308	
Guerra, Beatriz	SPA-121-05	SPA-121-07	SPA-122-01	\$6,462	
Guillen, Adalgia	MAT-013-PCL2	MAT-013-PAL2	MAT-013S-PAL2	\$4,512	
Gulla, Lisa	HED-150-08			\$2,154	
Gundanna, Venkatachala	CSC-105-NB	CSC-105-56	CSC-105-08	\$7,263	
Haddad, Dan	PHY-123-03	PHY-125-08	PHY-126-04	PHY-126-02	\$7,680
Hagie, Lois	EDU-121-72	EDU-122-71		\$4,308	
Halasinski, Thomas	CHM-125-04			\$3,000	
Hall, Tracy	HCD-245-71			\$2,154	
Hamlet, Brenda	ENG-121-SP4			\$2,154	
Hannigan, Eugene	MAT-013-CL2	MAT-013-AL2	MAT-013S-AL2	\$4,842	
Hardy, Leonard	BIO-111-60			\$4,308	
Harkins, Gregory	POL-204-72			\$2,154	
Harko, Jenny	ESL-073-PE	ESL-074-PE	ESL-075-PE	\$8,550	
Harris-Johnson, G.	PSY-223-IS2			\$1,000	
Hegarty, Michael	SPE-121-SP2	THE-123-01		\$4,308	

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Heitmeyer, Carl	FSC-206-74				\$2,256
Heller, Nadine	ART-109-72	ART-105-S3			\$6,000
Hellrigel, Mary Ann	HIS-221-IN				\$2,256
Herron, Jeffrey	BUS-202-72	BUS-202-IN			\$6,000
Hertrich, Fred	POS-201-01	POS-220-05			\$6,000
Hession, James	SOC-131-01	SOC-205-01	SOC-121-5N		\$6,462
Heyward, Althea	RDG-011-AL8	RDG-011-CL8	RDG-011S-AL8		\$3,840
Hinton, Gwendolyn	PSY-234-04	PSY-219-02	PSY-123-10		\$6,462
Hinton, Melvin	CSC-105-5P	SSD-101-5P	CSC-105-N2		\$8,550
Hirani, Vandana	CHM-010-07	CHM-010-08			\$4,308
Ho, Mary	BIO-106-02				\$3,590
Holmwood, Jason	PSY-235-72	PSY-257-S3			\$6,000
Howard, Tenisha	SSD-101-41	HIS-122-02			\$4,308
Huber, Timothy	MAT-129B-59	MAT-131-60			\$5,026
Hunte, Karen	ACC-102-PA	ACC-101-73			\$5,705
Ige, Olugbenga	SCI-155-02	SCI-155-62			\$7,180
Illa, Arianna	SSD-101-21				\$2,154
Islam, Md Saidul	CHM-020-76	PHY-101-60			\$7,898
Ivaliotis, Christa	ENG-121-AL8	ENG-121-CL8	ENG-0121S-AL8	ENG-122-18	\$5,744
Jackman, Neil	MAT-131-IN2	MAT-132-IN			\$6,016
Jackson, George	PED-112-03	PED-112-04			\$2,872
Jacobs, Larry	PSY-123-76				\$2,304
Jain, Meenu	PHY-136-76				\$2,000
Jaraha, Fariba	MAT-013-PCL3	MAT-013S-PAL3	MAT-013-PAL3		\$4,308
Jean-Baptiste, Rose	HED-150-NW				\$2,304
Jedruchniewicz, Izabela	MCT-101-73				\$3,000
Jennings, Dorothy	DHY-212-01				\$6,456
Jeong, Helen	RDG-011-AL3	RDG-011-CL3	RDG-011S-AL3		\$3,590
Jiang, Yu	CHN-122-01				\$2,154
Joasil, Lorna	PSY-123-38	PSY-123-40	PSY-123-5N		\$6,462

Joasil, Velino	BIO-112-64					\$4,308
Johnson, Dennis	HIS-121-10	HIS-121-23				\$4,512
Johnson, Laurell	MAT-123-08	MAT-123-07	MAT-123-76			\$6,912
Johnson, Lois	SCI-155-05	SCI-155-76				\$7,180
Johnson, April	SOC-121-IN2	SSD-101-IN1				\$6,000
Johnson-Faniel, D.	PSY-217-IN					\$2,154
Joho, Kim	BIO-211-60					\$4,842
Jones, James	MGT-216-74	MKT-202-72	MKT-201-02			\$8,550
Jones, William	ESL-083-PA	ESL-084-PA				\$4,308
Joy, Albert	SSD-101-ISP2	SSD-101-08				\$2,872
Kaback, Janet	ESL-094-PA					\$2,256
Kalet, Henry	ENG-122-15	ENG-122-10				\$4,512
Kalyanov, Artem	ESL-063-PE					\$2,154
Kandil, Angie	PLS-111-73					\$2,154
Kane, Kenneth	MAT-123-03	MAT-123-5P	MAT-014-15			\$7,180
Kane, Luke	MAT-123-04					\$2,154
Kanitra, Thomas	SCI-204-02	PHY-125-01	PHY-125-04			\$6,016
Kanwal, Virender	BIO-124-01	BIO-240-IS				\$8,000
Kaplan, Gerald	MAT-129-5N					\$3,008
Kazakov, Rafaelo	MAD-108-02					\$3,590
Keller, James	ENG-226-01					\$3,000
Kelton, Saul	PHI-123-03					\$3,000
Khamar, Jigar	CSC-105-64	CSC-166-60				\$5,026
Khan, Amina	SOC-121-27					\$2,154
Khosla, Noopur	MAT-132-NB2					\$2,872
Ki, Wooseok	CHM-121-05	CHM-121-64	CHM-125-60			\$7,898
Kiernan, Patricia	MAT-123-CL3	MAT-123-AL3	MAT-090-AL3	MAT-124-IN1	MAT-124-IN2	\$7,180
Kim, Eunmee	ESL-073-5P	ESL-094-73	ESL-099-5P			\$6,462
Kim, Jae	MAT-123-IN4	MAT-123-INS2				\$4,308
Kim, Myung-In	MAT-285-62					\$4,000

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Kinder, Blake	SCI-206-76				\$2,872
Kinder, Jayne	MAT-129-12	MAT-013-AL10	MAT-013-CL10	MAT-013S-AL10	\$7,520
Kinney, James	MGT-205-71				\$2,154
Kirbos, Steve	MEC-130-01				\$2,304
Kjelle, Marylou	ENG-010-73	ENG-122-5N			\$4,608
Klein, Lisabeth	BUS-202-01				\$2,154
Kleinelp, Will	BIO-131-HD1				\$6,000
Kluizenaar, Don	PHY-124-60	PHY-126-60			\$5,700
Kouraeva, Natalia	IDC-103-01	SSD-101-09	SSD-101-13		\$6,016
Kovacs, Joseph	EDU-121-01				\$2,256
Kovacs, Kevin	HIS-131-07	HIS-122-NE			\$4,308
Kozarski, Karen	BIO-112-NE				\$4,308
Krull, Kevin	ACC-207-IN				\$2,256
Krupnick, Rachel	THE-146-74				\$2,872
Kruszewski, John	HIS-121-72				\$3,000
Kulhanjian, Gary	HIS-260-02	HIS-121-24			\$5,700
Kumar, Grace	MAT-129-58	MAT-123-60			\$5,026
Kuritz, Stephen	MAT-123-09	MAT-123-10			\$4,608
Kurz, Daniel	POS-222-71				\$2,154
Kusenko, Kelly	EDU-121-02	EDU-121-03			\$4,308
Lala-Deliman, M.	ENG-010-AL60	ENG-010-CL60	ENG-010S-AL60		\$5,000
Lamonica, Antonia	SOC-121-PA				\$2,154
Lane, Giuseppina	ITA-121-71	ITA-121-SP2			\$4,308
Lane, Marc	POS-121-SP3	HIS-256-SP2	HIS-131-11		\$6,462
Lane, Richard	SCI-256-02	SCI-256-64			\$7,520
Lane, Virve	RDG-011-PAL1	RDG-011-PCL1	RDG-011S-PAL1		\$3,590
Lansburg, Thomas	HIS-131-IN1	POS-220-IN			\$4,512
Lanzetta, Sandra	ITA-121-03	ITA-121-04			\$4,512
Lasky-MacPherson, J.	ENG-265-IS				\$1,000

Lauri, Daniel	HIS-121-PA			\$2,154
LeBlanc, Gregory	HED-150-13			\$3,000
Levi, Mannie	DHY-218-72			\$718
Lewis, Sarah Angeline	RDG-011-AL10	RDG-011S-AL10		\$3,760
Liang, Feng	CHM-125-77	CHM-121-78	CHM-125-08	\$7,180
Liapes, Peter	HIS-121-SP2	HIS-131-02		\$4,512
Liefert, John	CSC-116-71			\$2,421
Lilenfeld, Sherry	SPE-121-08	SPE-121-18	SPE-121-24	\$6,768
Lintakoon, Chon	CSC-105-SP5			\$2,154
Lipman, Marc	CSC-106-02			\$4,750
Lipnick, Christopher	HIS-122-72			\$2,256
Lipper, Stanley	CSC-105-72			\$2,850
Lipton, David	HIS-132-05	HIS-132-08	HIS-132-ISP2	\$5,264
Liska, Michael	ENG-122-62	ENG-122-91		\$4,308
Littlejohn, Jacqueline	ENG-122-P2	ENG-122-32	ENG-122-5P	\$6,768
Locke, Deborah	DHY-108-01	DHY-212-01	DHY-224-01	\$7,898
Loder, Carolyn	BIO-010-64			\$4,512
Losacco, Frank	POL-202-73	CJU-123-61		\$4,308
Lowell, Margot	ESL-063-5P	ESL-064-5P		\$4,608
Lugo, Angela	RDG-011-13	ENG-010-11		\$6,000
Luke, Reginald	MAT-210-59			\$4,000
Luyando, Nancy	PED-140-73	PED-140-76		\$3,800
Lynch, William	SCI-206-03			\$2,872
Lynch, Deborah	HCD-108-71			\$3,000
Macchia, Dominic	CHM-121-11			\$4,000
Maciolek, Mary-Pat	HCD-125-73	HCD-259-59		\$4,000
Maharishi, Ritu	BIO-111-5N			\$4,308
Maher Zagorski, Ruth	ASL-122-03			\$2,154
Mallette II, Alvin	AFS-231-73			\$2,154
Manders, Trevor	MAT-014-ALS2	MAT-014-CLS2	MAT-014S-ALS2	\$4,308

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Manikas, Anastasia	ENG-010-61				\$2,154
Mannargudi Santhanago, S.	CHM-204-01	CHM-202-05	CHM-010-07	CHM-125-07	\$7,898
Manners, Amanda	BUS-101-71				\$2,154
Marchitto, Caroline	SSD-101-05	SSD-101-06	SSD-101-12		\$8,550
Marden, Richard	MAT-129A-60	MAT-107-58	MAT-131-INS2		\$9,500
Margiotta, Joseph	HIS-221-SP2	HIS-132-73	HIS-131-SP2		\$6,768
Margulis, Marianna	DHY-108-01				\$7,520
Mariano, Kenneth	POS-201-INT1	POS-201-IN	POS-220-INR1		\$6,768
Mariano, William	ENG-225-PA	ENG-122-PE			\$4,608
Marina, Saskia	AGD-214-01	AGD-213-71			\$7,520
Marius, Louis	PSY-123-74				\$3,000
Marku, Liljana	MAT-013- AL63	MAT-013- CL63	MAT-013S-AL63		\$4,308
Marsh, Tracy	DHY-212-01				\$7,180
Marshall, Gregory	POS-201-02				\$2,154
Marshall, Benjamin	ENG-237-IS				\$1,000
Martin, Christopher	PLS-113-74				\$1,436
Martiney, James	BIO-221-64				\$6,000
Martinez, Josiane	MAT-131-5N	ELT-231-01			\$7,180
Martini, Sherry	ACC-212-74				\$2,872
Marucchi-Soos, E.	CHM-020-65				\$4,308
Masters, John	PSY-123-IN1	PSY-223-IN			\$5,700
Matagrano, Anthony	MAT-014-IN1	MAT-129-IN			\$8,000
Mayfryer, Denise	SOC-140-02				\$2,154
Mazza, Kenneth	POL-204-74	CJU-123-PS2			\$4,512
Mazzeo, Joseph	BIO-111-01				\$4,308
McCall, Paul	CIT-125-73				\$2,872
McCarthy, Andrew	ENG-010-PA	ENG-122-38	ENG-121-P2		\$6,768
McCaskill, Lee	MAT-129A- CL1	MAT-129A- AL1	MAT-090-AL1	MAT-014-59	\$5,744
McDaniel, Jacqueline	ENG-121-05	ENG-122-60			\$4,308

McGee, Walter	HIS-131-73			\$2,154
McKay, Alexander	DHY-108-01			\$2,872
McMahon, Pattiann	EDU-280-02	EDU-280-72	SSD-101-07	\$6,462
McMillan, Clarence	SSD-101-16	SSD-101-72		\$4,512
McPeak, Elisabeth	MUS-107-PA			\$2,154
McVeigh-Berzok, M.	ENG-121-AL1	ENG-121-CL1	ENG-0121S-AL1	\$3,590
Medrow, Eric	GLS-131-01			\$2,154
Mento, Frank	MAT-013-IN1	MAT-013-IN2		\$8,000
Merrill, Nancy	SCI-220-65	SCI-220-01	SCI-220-02	\$5,744
Michel, Marta	MAT-014-12			\$2,872
Miller, Harvey	ASL-121-01	ASL-121-03	ASL-121-05	\$6,462
Miller, Marilyn	PSY-232-65	PSY-223-74		\$4,842
Miller, Ashley	SOC-121-INT1	SOC-121-INR1		\$6,000
Mills, Kathy	FMR-201-71			\$3,008
Minichino, Tiffany	PSY-255-72			\$2,154
Minucci, Johanna	EDU-280-01			\$2,421
Misir Hiralall, S.	PHI-121-IN	PHI-121-IN1	PHI-123-73	\$6,462
Missal, Steven	SOC-121-73			\$2,256
Mitch, Catherine	ESL-085-73	ESL-093-05		\$4,308
Mitchell, Brenita	PSY-123-36	SOC-131-NE		\$4,308
Mohanty, Madhulita	BIO-105-02	BIO-123-60		\$7,898
Montesion, Mark	ESL-092-PA	ESL-099-PA		\$4,308
Moran, Patricia	SSD-101-63	SSD-101-NE	SSD-101-SP2	\$6,462
Morehead, Diane	MAT-014-5P			\$2,872
Moreno, Franklin	PSY-123-06	PSY-123-07		\$4,308
Morris, Joyce	ASL-223-01	ASL-122-05		\$4,308
Moskowitz, Jack	ENG-121-22	ENG-121-34		\$6,000
Mota, Rosibel	SPA-210-PA			\$2,256
Moynihan, Maureen	PSY-222-71			\$2,154
Mulero, Loribel	ESL-064-PE	ESL-072-64		\$4,308

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Muley, Parag	BIO-124-60			\$6,000
Murphy, Jayne	SOC-121-23			\$2,256
Muzica, Evghenii	ENG-121-ALS2	ENG-121-CLS2	ENG-0121S-ALS2	\$3,590
Nagarajan-Iyer, L.	ECO-201-01	BUS-101-03		\$6,000
Narayanan, Uma	BIO-229-02			\$6,000
Nehrebecki, Diana	ESL-085-PE			\$2,154
Nelson, Linda	SPA-121-11			\$2,154
Nelson, Lorraine	SOC-205-73	PSY-123-63		\$4,308
Nesi, Joseph	ACC-101-74			\$3,008
Nester, Michael	ENG-225-IN			\$3,000
Nicholas, Millicent	SOC-210-74			\$3,000
Nickerson, Jeremy	SPE-121-13	SPE-121-HD		\$6,000
Nigam, Mohit	PHY-134-76	PHY-124-05	PHY-239-03	\$7,180
Nolan, Diane	MAT-013S-AL3	MAT-013-AL3	MAT-013-CL3	\$4,308
Noriel, Marilou Clair	MAT-129-08			\$2,872
Noto, Frank	ACC-101-10	ACC-102-71		\$5,744
Novio, Adrian	MAT-124-64	MAT-123-62	MAT-123-64	\$6,768
Noyes, Joseph	BIO-111-07			\$3,000
O Brien, James	SCI-206-01	SCI-206-02		\$6,144
Occhiogrosso, Faith	DHY-108-01	DHY-212-01		\$7,520
Okine, Samuel	POS-220-74	POS-231-72	PSY-123-19	\$6,462
Oktay, Yonca	ESL-094-01			\$2,154
Okwemba, Arthur	MAT-101-60			\$3,000
Olson, Jerome	ENG-010-21	ENG-121-73		\$6,000
Onofrietti, Stacy	DHY-111-01			\$1,436
O'Reilly, Theresa	HCD-155-01	HCD-257-01		\$3,622
Osborn-Jones, S.	FRE-121-02	FRE-121-74	ITA-122-72	\$6,462
O'Such, Kirby	CJU-123-72			\$2,154
Otlowski, Wayne	HIS-122-T1	HIS-121-R1		\$4,512
Ouko, Martin	ECO-202-74	ECO-202-NE		\$4,308

Owlett, Steven	SBM-120-IN				\$2,304
Pamiloza, Kenneth	BIO-211-76				\$4,308
Panetta, Julie-Ann	DHY-212-01				\$2,872
Pangalos, George	CHM-122-64	CHM-126-64	CHM-125-76		\$7,680
Panna, Victoria	HED-150-5N	HED-200-5N			\$4,308
Paquette, Michael	POL-202-01				\$3,000
Paranjpe, Prajakta	ENG-121-AL4	ENG-121-CL4	ENG-0121S-AL4		\$3,590
Parisi, John	ECO-201-S2	ECO-202-01	ECO-202-04		\$6,462
Park, Winston	CSC-110-62	CSC-252-75			\$6,144
Pascal, Felipe	CHM-010-65				\$4,308
Pascale, Bruno	HCD-230-01				\$4,308
Pasko, Thomas	MAT-013-CL59	MAT-013-AL59	MAT-013S-AL59	MAT-123-IN1	\$6,768
Paterno, Enzo	ELT-105-60				\$5,700
Patton, Lori	ACC-101-IN	ACC-102-IN			\$8,000
Pavan, Kavita	BIO-211-64				\$4,308
Payyappilly, Selvin	ACC-206-72				\$2,154
Perez, Christian	POS-220-63	POS-222-IS2			\$2,872
Perovich, Jennifer	PSY-232-01	PSY-223-01			\$4,308
Perry, Joseph	BIO-123-62				\$5,700
Perry, Michael	MAT-014-N2				\$3,072
Perski, Natasha	ESL-072-74				\$2,154
Petrillo, Lauren	PSY-123-35	PSY-123-44			\$4,308
Picioccio, Nicholas	CSC-239-01	CSC-105-IN4			\$8,000
Piciocco, Mary	HCD-152-71	HCD-241-71			\$3,008
Piper, Dawn	CSC-105-P2				\$2,304
Pirrone, Berardo	ECO-201-76	ECO-202-76			\$4,308
Plant, Richard	HED-200-72	HED-200-73	HED-200-14		\$8,550
Platt, Douglas	MAT-129-IN2	MAT-113-03	MAT-129-IN4		\$8,448
Platt, Melissa	MAT-014-IN4	MAT-014-INS2			\$8,000
Podnebesnykh, Ali	ESL-092-59	ESL-093-59	ESL-093-71		\$6,768

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Poirier, Alane	MAD-107-01				\$5,000
Pouncy, Celeste	SOC-121-62				\$2,256
Powell, Michel	PED-127-T3				\$1,436
Poynter, Katherine	ESL-071-75	ESL-062-PA1			\$4,608
Prag, Barry	SPE-121-62	SPE-121-63			\$5,700
Pramanik, Sanhita	CHM-122-60				\$2,872
Price, Christopher	HIS-121-SP6				\$2,256
Przygoda, Margaret	BIO-111-09				\$6,000
Psolka, William	ART-104-01	PCP-280-IS			\$3,008
Quigley, Charlotte	SSD-101-IN				\$3,000
Quinn, Jason	SPE-121-P2	SPE-121-02			\$4,308
Rabinowitz, Lauren	MAD-118-03	MAD-118-74			\$7,180
Rabinowitz, Marilyn	ENG-122-48	ENG-010-02			\$4,608
Ramer, Elliot	SPA-122-72	SPA-121-74			\$6,000
Ranasinghe, Chintha	BIO-112-60				\$4,608
Ranasinghe, Yasmin	CHM-122-05	CHM-126-08			\$5,264
Randolph, Lauren	ESL-071-5P	ESL-099-01			\$4,308
Rasimowicz, Brian	MAT-014-CL62	MAT-014-AL62	MAT-014S-AL62	MAT-123-59	\$6,768
Rauschenbach, Ines	BIO-111-64				\$4,308
Reitmann, John	CHM-010-60	MAT-013-05			\$9,500
Resenhoeft, Annette	PSY-217-02	PSY-219-01	PSY-232-07		\$6,462
Reynolds, Guy	MAT-131-76	MAT-101-IN			\$7,000
Richman, Susan	ESL-063-71				\$2,421
Riordan, John	CSC-161-60				\$4,842
Rios, Sonia	SPA-121-SP3				\$2,154
Rivera, Barbara	PLS-100-73				\$1,504
Roach, Joe	RDG-011-AL64	RDG-011-CL14	RDG-011S-AL64		\$5,000
Robinson, Allan	MUS-140-04	MUS-140-05	MUS-145-73		\$7,263
Robinson John, M.	ESL-084-01	ESL-084-02	ESL-093-5P		\$6,462
Roche, Richard	ENG-122-78				\$2,256

Rodriguez, Karen	ESL-091-04						\$3,000
Rodriguez-Gregory, L.	MAT-013-CL62	MAT-013S-AL62	MAT-013-AL62				\$6,000
Romano, Anthony	ENG-010-AL64	ENG-010S-AL64	ENG-010-CL64	ENG-010-36			\$6,016
Romano, Jessica	ESL-075-71	ESL-085-PA					\$4,308
Rose, Leo	PED-143-72	PED-225-01	PED-225-02				\$6,144
Roskoski, John	PHI-122-05						\$2,256
Ross, Anna Marie	PED-146-74						\$1,504
Rotolo, Giuseppe	PHI-121-71	SOC-121-20	SOC-131-73				\$6,768
Roy, Richard	ESL-094-76	ESL-099-75	ESL-094-72				\$9,000
Roychowdhury, Lipika	CHM-121-01	CHM-118-01	CHM-125-10				\$8,448
Rubin, Andrew	HCD-206-73						\$2,872
Rubin, Sheri-Rose	BUS-201-IN	BUS-201-72					\$4,608
Rudnick, Charles	MAT-129-CL2	MAT-129-AL2	MAT-090-AL2				\$3,590
Rufo, Stefanie	BIO-112-76						\$4,308
Ruhno, Edward	ACC-102-01	ACC-102-02					\$7,600
Ryan, James	POL-201-72						\$2,256
Rydarowski, Debra	BUS-201-01	BUS-201-03	BUS-202-02				\$6,462
Sabater, Jahi	MAD-107-71						\$3,590
Sabol, Thomas	CIT-218-62						\$3,000
Saborido, Juan	SPA-121-03	SPA-121-13					\$6,000
Sacchi Jr, John	HED-150-07	HED-150-10					\$6,000
Saha, Arpita	BIO-010-01	BIO-010-05					\$6,462
Saimbert, John	HIS-121-IN1	HIS-122-IN2	HIS-122-IN1				\$6,768
Salama, Martha	SPE-121-N2	SPE-121-73					\$4,308
Saleem, Hafiz	ENG-121-AL60	ENG-121-CL60	ENG-0121S-AL60	ENG-121-AL64	ENG-121-CL64	ENG-0121S-AL64	\$7,180
Salva, Rita	DHY-114-01	DHY-212-01					\$7,520
Salwan, Karuna	BIO-010-60	BIO-106-03					\$7,898
Samaranayake, Shyamali	BIO-123-01	BIO-123-02					\$6,462

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Sangari, Rajinder	BIO-106-60					\$3,590
Santarpia, Peter	BIO-104-64					\$3,228
Scanlon, Michael	MAT-132-62	MAT-131-62				\$8,000
Scarborough, Kathryn	BIO-112-5N					\$4,608
Schatz, Naomi	CSC-105-IN3	CSC-264-59				\$7,000
Scheibe, Debra	SSD-101-10	SSD-101-27				\$4,308
Schmocker, William	CHM-121-65	CHM-121-60	CHM-125-65			\$7,898
Schroeck, Peter	GER-121-01	GER-121-02	GER-122-01			\$6,768
Schwartz, Diana	RDG-011-P2					\$2,154
Schwarz, Jeffrey	MAT-014-14					\$2,872
Segal, Elisa	SPA-121-12	SPA-121-72	SPA-122-09			\$6,768
Sekalala, Seif	SPE-121-20					\$1,846
Shaffer, Daniel	PSY-123-02	PSY-223-03				\$5,700
Sharma, Meenu	MAT-013-AL7	MAT-013-CL7	MAT-013S-AL7			\$4,308
Sharp, Erin	BIO-124-76					\$4,308
Sheikh, Aqsa	BIO-105-60	BIO-105-76				\$7,180
Shelton, Michelle	RDG-011-PA					\$2,154
Shepherd, Maureen	ACC-102-76	ACC-101-73				\$615
Sher, Richard	BIO-124-64					\$4,512
Sherman, Thomas	MAT-129B-60					\$2,850
Sherman, Alan	SCI-226-01					\$4,000
Shirley, John	HCD-130-59					\$3,590
Shoban, Matthew	PED-120-T1	PED-120-T2	PED-127-T1	PED-127-T2		\$7,600
Shulman, Susan	MAT-013-CL6	MAT-013S-AL6	MAT-013-AL6			\$6,000
Shur, Ellen	ENG-010S-AL1	ENG-010S-AL4	ENG-0121S-AL3			\$6,000
Sicilia, Brian	MAT-014-CL1	MAT-014-AL1	MAT-014S-AL1			\$6,000
Sidykh, Maryna	ESL-093-03					\$2,154
Siegel, Mathew	ENG-122-02	RDG-011-AL9	RDG-011-CL9	RDG-011S-AL9	ENG-121-5P	\$7,898
Signorelli, Deborah	HCD-247-71					\$2,154

Silvestri, ShayMarie	SCI-155-60						\$3,840
Silvey, Lisa	SSD-101-43	SSD-101-44					\$4,308
Simonini-Terranova, M.	RDG-011-NAL1	RDG-011-NCL1	RDG-011S-NAL1				\$3,590
Simons, Adrian	PHY-123-60	PHY-125-60					\$4,512
Singer, Yvonne	PSY-227-IN1						\$2,304
Smith, Raymond	SOC-121-01	SOC-121-04	SOC-131-02				\$6,462
Smith-Wenning, K.	SOC-123-73	SOC-123-IN					\$4,308
Soliman, George	MAT-131-08	MAT-013-AL8	MAT-013-CL8	MAT-013S-AL8			\$7,180
Soliman, Hani	MAT-129-64						\$3,008
Solomon, Jimmie	AGD-219-74						\$3,590
Somma, June-Ann	DHY-108-01	DHY-114-01					\$8,272
Sorenson, Mark	MAT-102-IN	MAT-101-INS2					\$4,512
Spector, Jeffrey	BUS-101-IN	CSC-106-HD					\$8,000
Sprinitis, Flor	ACC-101-72						\$4,000
Srinivasan, Manjapra	SBM-130-IS						\$718
Srouji, Donna	ESL-086-65	ESL-086-PA					\$4,308
Stapenski, Deborah	MKT-201-IN	BUS-101-T1					\$4,512
Sternesky, Jonathan	POS-220-01						\$2,154
Stevenson, Nicolette	HCD-118-59						\$3,760
Storm, Neil	ESL-061-73	ESL-062-74					\$6,000
Stowe, Flora	FMR-206-CO	MGT-208-CO	PLS-208-CO	SBM-240-CO	AUT-208-CO		\$2,000
Strong, Dena	FMR-207-73						\$2,872
Strugala, Richard	ENG-243-IS	ENG-244-IS					\$2,000
Studer, Jessica	HED-200-10	HED-200-12					\$4,308
Sullivan, Caitlin	ESL-060-75	ESL-061-PA					\$4,308
Swaminathan, Priya	PHY-123-01	PHY-126-05					\$4,308
Swan, Darren	ENG-121-61	ENG-122-73					\$4,512
Swan, Evan	ENG-121-71	ENG-122-72					\$4,512
Taneja, Karuna	MAT-014-AL3	MAT-014-CL3	MAT-014S-AL3				\$4,308

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Tellone, Ralph	HCD-104-01	HCD-104-02					\$2,000
Terelle, Robert	ESL-063-PA						\$2,421
Therkorn, Deborah	PSY-123-26	PSY-255-03					\$4,308
Thomack-Zapata, R.	ESL-084-04						\$2,154
Thompson, Nadine	DHY-108-01	DHY-212-01					\$6,462
Thompson, Richard	MAD-114-02	MAD-114-04					\$10,000
Tobin, April	PBH-101-71	DHY-212-01					\$5,000
Todd, Stephen	RDG-011-AL66	RDG-011-CL16	RDG-011S-AL66	RDG-011-AL65	RDG-011-CL15	RDG-011S-AL65	\$7,180
Tomaro, Amanda	RDG-011-PAL3	RDG-011-PCL3	RDG-011S-PAL3				\$3,590
Toplansky, Eileen	ENG-122-65						\$2,304
Topping, Anne	CSC-105-02	CSC-105-06					\$4,842
Trainor, Diane	CPT-226-IS	CHM-010-04	SCI-220-01	SCI-207-IS			\$8,000
Treubig, James	CHM-107-75	CHM-126-60					\$5,744
Trigg, Raymond	POL-202-02						\$2,256
Turoscy, Rachel	CHM-125-05						\$3,000
Uliano, Theodore	ART-202-01	ART-201-SP3					\$4,308
Ur, Joseph	CJU-124-N2	CJU-124-04					\$4,512
Valdes-Thony, N.	PSY-232-74						\$2,256
Valovcin, Dawn	PSY-123-04	PSY-123-13					\$4,608
Van Orden, Richard	HIS-131-IN3	HIS-121-IN					\$6,000
Vanderhyden, Philip	ART-125-71	MAD-113-72	ART-105-03				\$8,272
Vassiliadis, Claire	MAT-013-IN	MAT-129-IN1					\$8,000
Vaswani, Romila	ENG-121-08	ENG-121-27					\$4,308
Velez, Martha	MGT-210-73	MAT-101-IN1					\$6,000
Vento, Patricia	MAT-013-AL66	MAT-013-CL66	MAT-013S-AL66				\$4,512
Vera, Stephanie	ESL-060-01						\$3,000
Vigliotti, Joseph	CJU-123-04	SOC-140-01	SOC-225-02				\$6,462
Violante, Dina	COR-201-IS	COR-207-IS	SOC-225-01				\$3,590

Visokay, Amanda	RDG-011-74			\$2,256
Vo, Minh-Tri	MAT-131-IN3	MAT-132-INS2		\$5,744
Vogel, Stephen	SPE-121-72			\$2,304
Vorce, Doreen	CSC-105-14			\$2,421
Walters, Annette	PSY-123-67	PSY-217-71		\$4,512
Wang, Bing	ESL-083-73	ESL-092-72	ESL-093-PA	\$6,768
Wasserman, Jamie	DHY-114-01	DHY-218-72		\$2,872
Wathen, Christine	ECO-202-02			\$3,000
Weber, Alan	ENG-122-37	ENG-122-61		\$4,512
Weinstein, Deborah	PSY-123-01	PSY-123-11		\$4,308
Weng, James	MAT-014-CL2	MAT-014-AL2	MAT-014S-AL2	\$4,308
Wexler, Steven	SOC-121-72	SOC-121-74		\$4,308
Whelan, Joseph	ESL-083-03	ESL-083-PE	ESL-084-05	\$6,912
White, Lemar	ACC-101- INS1	ACC-102-INS2		\$5,744
Williams, Sharon	SOC-121-NE			\$2,256
Williamson, Audrey	SOC-121-12	SOC-121-71		\$4,512
Wilson, Steven	PHI-121-72	PHI-123-71		\$4,308
Winchester, Celia	ENG-0121S- AL7	RDG-011S- AL6		\$4,000
Yang, Huanwang	PHY-126-76	PHY-124-76		\$4,512
Yennella, Benedict	HED-150-02	HED-150-06	HED-150-PA	\$6,912
Yerneni, Lakshmi	BIO-010-76			\$4,308
Yewaisis, Joseph	ACC-101-71			\$2,872
Young, Harry	HIS-221-73	HIS-121-71	HIS-122-N2	\$6,462
Young, Theresa	BIO-111-76			\$6,000
Zale, Steven	CSC-107-IN1	CSC-236-62		\$8,000
Zamora, Ely	SPA-121-04	SPA-210-01	SPA-221-01	\$6,768
Zampetti, Rhonda	HED-150-73	PED-225-72	PED-245-74	\$6,912
Zayas, Pedro	PSY-123-5P	PSY-123-PA		\$4,512
Zecca, Angelo	CJU-124-64	POL-204-01	SOC-140-71	\$6,462
Ziegler, Francis	MAT-013-CL5	MAT-013-AL5	MAT-013S-AL5 MAT-013-04	\$7,520

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Zifchak, Robert	PED-143-01	PED-143-02	\$4,000
Zimmerman, Daniel	ENG-225-72		\$3,000

After discussion, the motion was approved.

GENERAL RESOLUTIONS

Mr. Sica moved, seconded by Mr. Tighe, for adoption of resolutions 1 and 2:

1. WHEREAS, Mr. James Mikusi, Sr. intends to make a gift that falls within the Naming Opportunities Guidelines for College buildings and spaces; and

WHEREAS, Mr. Mikusi, Sr. desires to name the lobby of the South Hall Academic Science Building in memory of his son, Mr. James “Jimi” Mikusi, Jr. ’72;

NOW THEREFORE, BE IT RESOLVED, That upon completion of the gift, the members of the Board of Trustees of Middlesex County College will name the lobby of the South Hall Academic Science Building in honor of Mr. James “Jimi” Mikusi, Jr. ’72.

2. WHEREAS, Members of Middlesex County College community, guests and visitors have the right to be free from all forms of sex/gender harassment, discrimination and misconduct; and

WHEREAS, The College believes in zero tolerance for sex/gender based misconduct; and

WHEREAS, To that end, it will fully comply with the federal Title IX and its implementing regulations:

NOW, THEREFORE, BE IT RESOLVED That this policy has been developed to reaffirm these principles and to provide recourse for those individuals whose rights have been violated; and

BE IT FURTHER RESOLVED That this policy is intended to define community expectations and the College’s procedures to establish a mechanism for determining when those expectations have been violated; and

BE IT FURTHER RESOLVED, That the Board of Trustees of Middlesex County College do hereby approve the policy as presented:

Policy No. 3.29.0

Description: Sex / Gender Harassment, Discrimination and Misconduct

INTRODUCTION

Members of the College community, guests and visitors have the right to be free from all forms of sex/gender harassment, discrimination and misconduct, examples of which can include acts of sexual violence, sexual harassment, domestic violence, dating violence, and stalking. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. The College believes in zero tolerance for sex/gender-based misconduct. Zero tolerance means that when an allegation of misconduct is brought to an appropriate administrator's attention, protective and other remedial measures will be used to reasonably ensure that such conduct ends, is not repeated, and the effects on the victim and community are remedied, including serious sanctions when a responding party is found to have violated this policy. This policy has been developed to reaffirm these principles and to provide recourse for those individuals whose rights have been violated. This policy is intended to define community expectations and the College's procedures to establish a mechanism for determining when those expectations have been violated, and is derived from a model policy and procedure developed by the Association of Title IX Coordinators (ATIXA) which have been, in part or in full, promulgated by the White House Task Force to Protect Students from Sexual Assault and/or accepted by OCR in resolutions of its investigations of campuses accused of Title IX violations.

The College's sex/gender harassment, discrimination and misconduct policies are not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include controversial or sensitive subject matters protected by academic freedom (The College's definition of academic freedom can be found within the Middlesex County College Board of Trustees Policy Manual.)

The College uses the preponderance of the evidence (also known as "more likely than not") as a standard for proof of whether a violation occurred. In campus resolution proceedings, legal terms like "guilt," "innocence" and "burdens of proof" are not applicable, but the College never assumes a responding party is in violation of College policy. Campus resolution proceedings are conducted to take into account the totality of all evidence available, from all relevant sources.

TITLE IX COORDINATOR

The College's Title IX Coordinator oversees compliance with all aspects of the sex/gender harassment, discrimination and misconduct policy. The Coordinator reports directly to the Vice President for Academic and Student Affairs, and is housed in the Dean's office for the Division of Professional Studies. Questions about this policy should be directed to the Title IX Coordinator. Anyone wishing to make a report relating to discrimination or harassment may do so by reporting the concern to the College Title IX Coordinator:

Name: Dr. Jeffrey Herron
Title: Title IX Coordinator, Dean, Division of Professional Studies
Location/Address: Division of Professional Studies Offices, North Hall, Room 206
Telephone: (732) 906-2502
Email: jherron@middlesexcc.edu

Additionally, anonymous reports can be made by victims and/or third parties using the online reporting form posted, or the reporting hotline. Note that these anonymous reports may prompt a need for the institution to investigate.

Individuals experiencing harassment or discrimination also always have the right to file a formal grievance with government authorities:

Office for Civil Rights (OCR)
U.S. Department of Education
32 Old Slip, 26th Floor
New York, NY 10005-2500
Telephone: (646) 428-3800
Facsimile: (646) 428-3843
Email: OCR.NewYork@ed.gov

U.S. Department of Justice Civil Rights Division
950 Pennsylvania Avenue, N.W.
Educational Opportunities Section, PHB
Washington, D.C. 20530
By e-mail to education@usdoj.gov

By telephone at (202) 514-4092 or 1-877-292-3804 (toll-free)

By facsimile at (202) 514-8337

Further information regarding filing a complaint with the Office for Civil Rights can be found at the following link - <http://www2.ed.gov/about/offices/list/ocr/docs/howto.html?src=rt>

In the event that an incident involves alleged misconduct by the Title IX Coordinator, reports should be made directly to the Vice President for Academic and Student Affairs –

Dr. Mark McCormick, Vice President for Academic and Student Affairs

2600 Woodbridge Avenue

Chambers Hall, Room 211

(732) 906-2515

mmccormick@middlesexcc.edu

OVERVIEW OF POLICY EXPECTATIONS WITH RESPECT TO PHYSICAL SEXUAL MISCONDUCT

The expectations of our community regarding sexual misconduct can be summarized as follows: In order for individuals to engage in sexual activity of any type with each other, there must be clear, knowing and voluntary consent prior to and during sexual activity. Consent is sexual permission. Consent can be given by word or action, but non-verbal consent is not as clear as talking about what you want sexually and what you do not want. Consent to some form of sexual activity cannot be automatically taken as consent to any other form of sexual activity. Previous consent does not imply consent to sexual activity in the future. Silence or passivity -- without actions demonstrating permission -- cannot be assumed to show consent. Consent, once given, can be withdrawn at any time. There must be a clear indication that consent is being withdrawn.

Additionally, there is a difference between seduction and coercion. Coercing someone into sexual activity violates this policy in the same way as physically forcing someone into sex. Coercion happens when someone is pressured unreasonably for sex.

Because alcohol or other drug use can place the capacity to consent in question, sober sex is less likely to raise such questions. When alcohol or other drugs are being used, a person will be considered unable to give valid consent if they cannot fully understand the details of a sexual

interaction (who, what, when, where, why, or how) because they lack the capacity to reasonably understand the situation. Individuals who consent to sex must be able to understand what they are doing. Under this policy, “No” always means “No,” and “Yes” may not always mean “Yes.” Anything but a clear, knowing and voluntary consent to any sexual activity is equivalent to a “no.”

OVERVIEW OF POLICY EXPECTATIONS WITH RESPECT TO CONSENSUAL RELATIONSHIPS

There are inherent risks in any romantic or sexual relationship between individuals in unequal positions (such as teacher and student, supervisor and employee). These relationships may be less consensual than perceived by the individual whose position confers power. The relationship also may be viewed in different ways by each of the parties, particularly in retrospect. Furthermore, circumstances may change, and conduct that was previously welcome may become unwelcome. Even when both parties have consented at the outset to a romantic or sexual involvement, this past consent may not remove grounds for a later charge of a violation of applicable sections of the faculty/staff handbooks. The College does not wish to interfere with private choices regarding personal relationships when these relationships do not interfere with the goals and policies of the College. For the personal protection of members of this community, relationships in which power differentials are inherent (faculty-student, staff-student, administrator-student, supervisor-supervisee) are generally discouraged.

Consensual romantic or sexual relationships in which one party maintains a direct supervisory or evaluative role over the other party are unethical. Therefore, persons with direct supervisory or evaluative responsibilities who are involved in such relationships must bring those relationships to the timely attention of their supervisor, and will likely result in the necessity to remove the employees from the supervisory or evaluative responsibilities, or shift the students out of being supervised or evaluated by someone with whom they have established a consensual relationship. While no relationships are prohibited by this policy, failure to self-report such relationships to a supervisor as required can result in disciplinary action for an employee.

SEXUAL VIOLENCE -- RISK REDUCTION TIPS

Risk reduction tips can often take a victim-blaming tone, even unintentionally. Only those who commit sexual violence are responsible for those actions. We offer the tips below with no intention to victim-blame, with recognition that these suggestions may nevertheless help you to reduce your risk of experiencing a non-consensual sexual act. Below, suggestions to avoid being subject to a non-consensual sexual act are also offered:

- If you have limits, make them known as early as possible.

- Tell a sexual aggressor “NO” clearly and firmly.
- Try to remove yourself from the physical presence of a sexual aggressor.
- Find someone nearby and ask for help.
- Take affirmative responsibility for your alcohol intake/drug use and acknowledge that alcohol/drugs lower your sexual inhibitions and may make you vulnerable to someone who views a drunk or high person as a sexual opportunity.
- Give thought before sharing your intimate content, pictures, images and videos with others, even those you may trust. If you do choose to share, clarify your expectations as to how or if those images may be used, shared or disseminated.
- Take care of your friends and ask that they take care of you. A real friend will challenge you if you are about to make a mistake. Respect them when they do.

If you find yourself in the position of being the initiator of sexual behavior, you owe sexual respect to your potential partner. These suggestions may help you to reduce your risk for being accused of sexual misconduct:

- Clearly communicate your intentions to your sexual partner and give them a chance to clearly relate their intentions to you.
- Understand and respect personal boundaries.
- DON'T MAKE ASSUMPTIONS about consent; about someone's sexual availability; about whether they are attracted to you; about how far you can go or about whether they are physically and/or mentally able to consent. Your partner's consent should be affirmative and continuous. If there are any questions or ambiguity then you DO NOT have consent.
- Mixed messages from your partner are a clear indication that you should stop, defuse any sexual tension and communicate better. You may be misreading them. They may not have figured out how far they want to go with you yet. You must respect the timeline for sexual behaviors with which they are comfortable.
- Don't take advantage of someone's drunkenness or altered state, even if they willingly consumed substances that could lead them to an incapacitated state.
- Realize that your potential partner could feel intimidated or coerced by you. You may have a power advantage simply because of your gender or physical presence. Don't abuse that power.
- Do not share intimate content, pictures, images and videos that are shared with you.
- Understand that consent to some form of sexual behavior does not automatically imply consent to any other forms of sexual behavior.
- Silence, passivity, or non-responsiveness cannot be interpreted as an indication of consent. Read your potential partner carefully, paying attention to verbal and non-verbal communication and body language.

SEXUAL MISCONDUCT OFFENSES INCLUDE, BUT ARE NOT LIMITED TO:

1. Sexual Harassment
2. Non-Consensual Sexual Contact (or attempts to commit same)
3. Non-Consensual Sexual Intercourse (or attempts to commit same)
4. Sexual Exploitation

1. SEXUAL HARASSMENT

Sexual harassment is:

- unwelcome, regardless of purpose or intent,
- sexual, sex-based and/or gender-based verbal, written, online and/or physical conduct.

Anyone experiencing sexual harassment in any College program is encouraged to report it immediately to the Title IX Coordinator or a deputy. Remedies will be provided in response.

Sexual harassment may be disciplined when it takes the form of quid pro quo or retaliatory harassment or when it creates a hostile environment.

A hostile environment is created when sexual harassment is:

- sufficiently severe, or
- persistent or pervasive, and
- objectively offensive in that it unreasonably interferes with, denies or limits someone's ability to participate in or benefit from the College's educational, employment or social program.

Quid Pro Quo Harassment is:

- Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature
- By a person having power or authority over another constitutes sexual harassment when
- Submission to such sexual conduct is made either explicitly or implicitly a term or condition of rating or evaluating an individual's educational or employment progress, development, or performance, or when a reasonable person might infer such motivation or intent.

- This includes when submission to such conduct would be a condition for access to receiving the benefits of any educational [or employment] program.

Examples include: an attempt to coerce an unwilling person into a sexual relationship; to repeatedly subject a person to egregious, unwelcome sexual attention; to punish a refusal to comply with a sexual-based request; to condition a benefit on submitting to sexual advances; sexual violence; intimate partner violence; stalking; gender-based bullying.

Some scenarios where possible Sexual Harassment could occur include:

- A professor insists that a student have sex with him/her in exchange for a good grade. This is harassment regardless of whether the student accedes to the request.
- A student repeatedly sends sexually oriented jokes around on an email list s/he created, even when asked to stop, causing one recipient to avoid the sender on campus.
- Explicit sexual pictures are displayed in a professor's office.
- Two supervisors frequently 'rate' several employees' bodies and sex appeal, commenting suggestively about their clothing and appearance.
- A professor engages students in her class in discussions about their past sexual experiences, yet the conversation is not in any way germane to the subject matter of the class. She probes for explicit details, and demands that students answer her, though they are clearly uncomfortable and hesitant.
- An ex-girlfriend widely spreads false stories about her sex life with her former boyfriend to the clear discomfort of the boyfriend, turning him into a social pariah on campus
- Male students take to calling a particular brunette student "Monica" because of her resemblance to Monica Lewinsky. Soon, everyone adopts this nickname for her, and she is the target of relentless remarks about cigars, the president, "sexual relations" and Weight Watchers.
- In some instances, sexual harassment may also constitute sexual violence based on physical contact.

2. NON-CONSENSUAL SEXUAL CONTACT

Non-Consensual Sexual Contact is:

- any intentional sexual touching,
- however slight,

- with any object or body part,
- by a person upon another person,
- that is without consent and/or by force.

Sexual Contact includes:

- Intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; or
- Any other intentional bodily contact in a sexual manner.

3. NON-CONSENSUAL SEXUAL INTERCOURSE

Non-Consensual Sexual Intercourse is:

- any sexual intercourse
- however slight,
- with any object or body part,
- by a person upon another person,
- that is without consent and/or by force.

Intercourse includes:

- vaginal or anal penetration by a penis, object, tongue or finger, and oral copulation (mouth to genital contact), no matter how slight the penetration or contact.

4. SEXUAL EXPLOITATION

Occurs when one person takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses. Examples of sexual exploitation include, but are not limited to:

- Invasion of sexual privacy;
- Prostituting another person;
- Non-consensual digital, video or audio recording of nudity or sexual activity;
- Unauthorized sharing or distribution of digital, video or audio recording of nudity or sexual activity;
- Engaging in voyeurism;

- Going beyond the boundaries of consent (such as letting your friend hide in the closet to watch you having consensual sex);
- Knowingly exposing someone to or transmitting an STI, STD or HIV to another person;
- Intentionally or recklessly exposing one's genitals in non-consensual circumstances; inducing another to expose their genitals;
- Sexually-based stalking and/or bullying may also be forms of sexual exploitation

ADDITIONAL APPLICABLE DEFINITIONS:

- Consent
 - Consent is
 - clear, and
 - knowing, and
 - voluntary,
 - words or actions,
 - that give permission for specific sexual activity.
 - Consent is active, not passive.
 - Silence, in and of itself, cannot be interpreted as consent.
 - Consent can be given by words or actions, as long as those words or actions create mutually understandable permission regarding willingness to engage in (and the conditions of) sexual activity.
 - Consent to any one form of sexual activity cannot automatically imply consent to any other forms of sexual activity.
 - Previous relationships or prior consent cannot imply consent to future sexual acts.
 - Consent can be withdrawn once given, as long as that withdrawal is clearly communicated.
 - In order to give consent, one must be of legal age.
 - Sexual activity with someone you know to be or should know to be incapacitated constitutes a violation of this policy.
 - Incapacitation can occur mentally or physically, from developmental disability, by alcohol or other drug use, or blackout.
 - The question of what the responding party should have known is objectively based on what a reasonable person in the place of the responding party, sober and exercising good judgment, would have known about the condition of the reporting party.
 - Incapacitation is a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the “who, what, when, where, why or how” of their sexual interaction).

- This policy also covers a person whose incapacity results from mental disability, sleep, unconsciousness, involuntary physical restraint, or from the taking of rape drugs. [Possession, use and/or distribution of any of these substances, including Rohypnol, Ketamine, GHB, Burundanga, etc. is prohibited, and administering one of these drugs to another student is a violation of this policy. More information on these drugs can be found at <http://www.911rape.org/>.
- Guidance regarding the definition of “consent” as it applies to New Jersey law can be found at the following link - <http://www.njsp.org/division/operations/sexual-violence-info.shtml>.
- Force: Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and coercion that overcomes free will or resistance or that produces consent (“Have sex with me or I’ll hit you. Okay, don’t hit me, I’ll do what you want.”).
 - Coercion is unreasonable pressure for sexual activity. When someone makes clear to you that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.
 - NOTE: There is no requirement for a party to resist the sexual advance or request, but resistance is a clear demonstration of non-consent. The presence of force is not negated by the absence of resistance.
- Use of alcohol or other drugs will never function to excuse any behavior that violates this policy.
- This policy is applicable regardless of the sexual orientation and/or gender identity of individuals engaging in sexual activity.
- For reference to the pertinent New Jersey statutes on sex offenses, please see http://www.womenslaw.org/statutes_detail.php?statute_id=5999.

OTHER MISCONDUCT OFFENSES (WILL FALL UNDER TITLE IX WHEN SEX OR GENDER-BASED)

1. Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person;
2. Discrimination, defined as actions that deprive other members of the community of educational or employment access, benefits or opportunities on the basis of sex or gender;
3. Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another;

4. Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the College community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity (as defined further in the Code of Student Conduct);
5. Bullying, defined as
 - a. Repeated and/or severe
 - b. Aggressive behavior
 - c. Likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally
 - d. That is not speech or conduct otherwise protected by the First Amendment.
6. Intimate Partner Violence, defined as violence or abuse between those in an intimate relationship to each other;
 - a. A boyfriend shoves his girlfriend into a wall upon seeing her talking to a male friend. This physical assault based in jealousy constitutes intimate partner violence.
 - b. An ex-girlfriend shames her female partner, threatening to out her as a lesbian if she doesn't give the ex another chance. Psychological abuse is a form of intimate partner violence.
 - c. A Married couple is witnessed in the parking garage, with one partner slapping and scratching the other in the midst of an argument.
7. Stalking
 - a. Stalking, First Level:
 - A course of conduct
 - Directed at a specific person
 - That is unwelcome, AND
 - Would cause a reasonable person to feel fear
 - b. Stalking, Second Level:
 - Repetitive and menacing
 - Pursuit, following, harassing and/or interfering with the peace and/or safety of another
 - c. Examples of Stalking:
 - Joe repeatedly shows up at Jennifer's on-campus place of employment, always notifying the front desk attendant that he is there to see Jennifer. Upon a call to Jennifer, she informs her manager that Joe is uninvited and continuously attempts to see her, even so far as waiting for her outside of classes and following her to the library requesting that they go out on a date together. This would be an example of Stalking, First Level.
 - A student working as an on-campus tutor received flowers and gifts delivered to their office. After learning the gifts were

from a student she recently tutored, the tutor thanked the student and stated that it was not necessary and would appreciate the gift deliveries to stop. The student then started leaving notes of love and gratitude on the tutor's car, both on-campus and at home. Asked again to stop, the student stated by email: "You can ask me to stop, but I'm not giving up. We are meant to be together, and I'll do anything necessary to make you have the feelings for me that I have for you." When the tutor did not respond, the student emailed again, "You cannot escape me. I will track you to the ends of the earth. We are meant to be together." This would constitute an example of Stalking, Second Level.

8. Any other action may fall within this section when a violation is motivated by the actual or perceived membership of the reporting party's sex or gender.

RETALIATION

Retaliation is defined as any adverse action taken against a person participating in a protected activity because of their participation in that protected activity (subject to limitations imposed by the First Amendment and/or the College's policy on Academic Freedom). Retaliation against an individual for an allegation, for supporting a reporting party or for assisting in providing information relevant to an allegation is a serious violation of College policy.

SANCTIONS

The following sanctions may be imposed upon any member of the community found to have violated the Sex/Gender Harassment, Discrimination and Misconduct Policy. The following are the typical sanctions that may be imposed upon students or organizations singly or in combination:

Student Sanctions (listed below and defined in the Catalog or on the Website)

- Warning
- Probation
- Disciplinary Suspension
- Disciplinary Dismissal
- Administrative Suspension
- Administrative Dismissal

Employee Sanctions include but are not limited to -

- Warning – Written or Verbal
- Performance Improvement Plan
- Required Counseling and/or Training
- Suspension without Pay
- Interim Suspension with Pay
- Termination

CONFIDENTIALITY, PRIVACY AND REPORTING POLICY

Confidentiality and Reporting of Offenses Under This Policy

All College employees (faculty, staff, administrators) are expected to immediately report actual or suspected discrimination or harassment to appropriate officials, though there are some limited exceptions. In order to make informed choices, it is important to be aware of confidentiality and mandatory reporting requirements when consulting campus resources. On campus, some resources may maintain confidentiality – meaning they are not required to report actual or suspected discrimination or harassment to appropriate College officials - thereby offering options and advice without any obligation to inform an outside agency or individual unless a victim has requested information to be shared. Other resources exist for a victim to report crimes and policy violations and these resources will take action when an incident is reported to them. The following describes the two reporting options at the College:

Confidential Reporting

If a reporting party would like the details of an incident to be kept confidential, the reporting party may speak with:

- On-campus licensed professional counselors and staff
- On-campus health service providers and staff
- Off-campus:
 - Licensed professional counselors

- Local rape crisis counselors
- Domestic violence resources,
- Local or state assistance agency professionals,
- Clergy

All of the above employees will maintain confidentiality except in extreme cases of immediate threat or danger, or abuse of a minor. Campus counselors (and the Employee Assistance Program) are available to help free of charge. These employees will only submit timely anonymous, aggregate statistical information for Clery Act purposes. However, if they believe it would be harmful to a specific individual, anonymity may not be able to be maintained.

Formal Reporting Options

All College employees have a duty to report, unless they fall under the “Confidential Reporting” section above. Reporting parties may want to consider carefully whether they share personally identifiable details with non-confidential employees, as those details must be shared by the employee with the Title IX Coordinator and/or Deputy Coordinators. Employees must share all details of the reports they receive. Generally, information received through climate surveys, classroom writing assignments, human subject research, or events such as Take Back the Night marches or speak-outs do not constitute notice that must be reported to the Coordinator by employees.

If victims do not wish for their names to be shared, do not wish for an investigation to take place, or do not want a formal resolution to be pursued, the victim may make such a request to the Title IX Coordinator or Deputy Coordinators, who will evaluate that request in light of the duty to ensure the safety of the campus and comply with federal law. In cases indicating pattern, predation, threat, weapons and/or violence, the College will likely be unable to honor a request for confidentiality. In cases where the victim requests confidentiality and the circumstances allow the College to honor that request, the College will offer interim supports and remedies to the victim and the community, but will not otherwise pursue formal action. A reporting party has the right, and can expect, to have reports taken seriously by the College when formally reported, and to have those incidents investigated and properly resolved through these procedures.

Formal reporting still affords privacy to the reporter, and only a small group of officials who need to know will be told. Information will be shared as necessary with investigators, witnesses and the responding party. The circle of people with this knowledge will be kept as tight as possible to preserve a reporting party’s rights and privacy.

Reports to the Title IX Coordinator can be made via email, phone or in person at the contact information below:

Name: Dr. Jeffrey Herron
Title: Title IX Coordinator, Dean, Division of Professional Studies
Location/Address: Division of Professional Studies Offices, North Hall, Room 206
Telephone: (732) 906-2502
Email: jherron@middlesexcc.edu

Failure of a non-confidential employee, as described in this section, to report an incident or incidents of sex or gender harassment or discrimination of which they become aware, is a violation of College policy and can be subject to disciplinary action for failure to comply.

Federal Statistical Reporting Obligations

Certain campus officials – those deemed Campus Security Authorities - have a duty to report sexual assault, domestic violence, dating violence and stalking for federal statistical reporting purposes (Clery Act). All personally identifiable information is kept confidential, but statistical information must be passed along to campus law enforcement regarding the type of incident and its general location (on or off-campus, in the surrounding area, but no addresses are given) for publication in the Annual Security Report. This report helps to provide the community with a clear picture of the extent and nature of campus crime, to ensure greater community safety. Mandated federal reporters include: student/conduct affairs, campus law enforcement, local police, coaches, athletic directors, student activities staff, human resources staff, advisors to student organizations and any other official with significant responsibility for student and campus activities. The information to be shared includes the date, the location of the incident (using Clery location categories) and the Clery crime category. This reporting protects the identity of the victim and may be done anonymously.

Federal Timely Warning Reporting Obligations

Victims of sexual misconduct should also be aware that College administrators must issue immediate timely warnings for incidents reported to them that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community. The College will ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger.

Additional Policy Provisions

a. Attempted violations

In most circumstances, the College will treat attempts to commit any of the violations noted in this policy as if those attempts had been completed.

b. False Reports

The College will not tolerate intentional false reporting of incidents. It is a violation of the Code of Student Conduct to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws.

c. Amnesty for Victims and Witnesses

The College community encourages the reporting of misconduct and crimes by victims and witnesses. Sometimes, victims or witnesses are hesitant to report to College officials or participate in resolution processes because they fear that they themselves may be accused of policy violations, such as underage drinking at the time of the incident. It is in the best interests of this community that as many victims as possible choose to report to College officials, and that witnesses come forward to share what they know. To encourage reporting, College pursues a policy of offering victims of misconduct and witnesses amnesty from minor policy violations related to the incident.

Sometimes, students are hesitant to offer assistance to others for fear that they may get themselves in trouble (for example, as student who has been drinking underage might hesitate to help take a sexual misconduct victim to the Campus Police). The College pursues a policy of amnesty for students who offer help to others in need.

d. Parental Notification

The College reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, change in student status or conduct situation, particularly alcohol and other drug violations. The College may also notify parents/guardians of non-dependent students who are under age 21 of alcohol and/or drug policy violations. Where a student is non-dependent, the College will contact parents/guardians to inform them of situations in which there is a significant and articulable health and/or safety risk. The College also reserves the right to designate which College officials have a need to know about individual conduct reports pursuant to the Family Educational Rights and Privacy Act.

After discussion, the motion was approved.

REPORT OF COUNSEL

No report.

REPORT OF THE PRESIDENT

Dr. La Perla-Morales' report for February 2016 is attached.

AUDIENCE

None.

There being no further comments or business, the meeting adjourned at 9:03 a.m. The next scheduled regular meeting of the Board will take place on Wednesday, March 23, 2016, in the Chambers Hall Boardroom located on the campus of Middlesex County College.

ROBERT P. SICA
SECRETARY