



Administrative Report

KEAN UNIVERSITY

A Record of Policy and Information on Events Published by University Relations

TO THE KEAN UNIVERSITY COMMUNITY:



I hope my performance at Kean University has been capable, reasoned, wise, responsible and just, and my decisions reflected the public good.

- Ronald L. Applbaum
Kean University President

It is my intention to step down from my position as president at Kean University effective July 1, 2002 to assume the presidency of the University of Southern Colorado.

As I have been considering my service as president of Kean University, I have had several occasions to reflect on the present character of the University and how it has evolved over the past five years. I consider myself fortunate to have served as president during a time of such dynamic, positive change.

I am proud of our accomplishments. Our campus has undergone a tremendous transformation, becoming more interconnected and more complex. At the same time, Kean has become more stable, respected and viewed as a positive force among the state colleges and universities. The University has made considerable progress in curriculum development, institutional planning, budget support, enrollment management, program and professional development, and personnel administration. The campus has achieved an admirable level of civility and cooperation, and it is providing significant outreach service for the surrounding communities.

I do want to express my gratitude and appreciation for the support given to me by so many members of the Board of Trustees and to provide a special salute to those Board members who shared wisdom, kindness, consideration and judicious advice throughout my tenure. More importantly, I offer heartfelt thanks to the student trustees for their special support and encouragement.

Sue's and my most vivid memories of the past five years come from the friends and supporters we have found at Kean and in the surrounding communities. I can express only the highest of praise for the vice presidents, deans, directors, faculty and staff members with whom I have been honored to work on a daily basis. I have enjoyed working cooperatively and constructively with the leadership of the Faculty Senate and KFT. It also has been a distinct pleasure to work with elected officials like Acting Governor Donald DiFrancesco, Senator Raymond Lesniak, Freeholder Alex Mirabella and Congressmen Menendez and Franks. We will also remember with the greatest satisfaction the students we have taught and advised.

I became a university administrator 25 years ago believing that teaching was a moral vocation, that scholarship was a public trust and that service was a societal obligation. I believe these basic academic affirmations have not changed, although the environment in which I pursued this calling has been dramatically altered. I hope my performance at Kean University has been capable, reasoned, wise, responsible and just, and my decisions reflected the public good.

I believe my decision to accept the presidency at the University of Southern Colorado is best for both the institution and myself, professionally and personally. I also believe history will show that I was always committed to excellence and quality, and the institutional advancements that occurred during my presidency have made this a significantly better institution in which to live and work.

Until I complete my tenure at Kean, I will be fully engaged and will continue to enjoy working with each of you to achieve Kean's ambitious goals and objectives. I hope very much that we can continue to work together, as we have in the past, to provide a quality educational experience for our students and a constructive, supportive working environment for all.

Warm Regards,
Ronald L. Applbaum, Ph.D.

The next edition of the Administrative Report will be published January 14, 2002

The Conifer Sawfly Defense

Dr. Sylvio Codella of the Department of Biological Sciences delivered a presentation entitled *The Ecology and Evolution of Defense Strategies in Conifer Sawflies* at the Cook College Department of Entomology at Rutgers University on November 16. "Conifer sawflies are plant-feeding relatives of bees, ants and wasps. They can be very serious pests to forest trees and ornamental shrubs," said Codella, who was invited to present the talk as part of the entomology department's research seminar series. Those interested in learning more about the conifer sawfly should visit the Web site at www.kean.edu/~symphytos.

Abeles Edits Book

The Lewis Carroll Society of North America, in association with the University Press of Virginia, has published *The Political Pamphlets and Letters of Charles L. Dodgson and Related Pieces: A Mathematical Approach*, edited by Francine F. Abeles, professor of mathematics and computer science and coordinator of graduate programs in the Department of Mathematics and Computer Science. The 260-page book was released in October.

Donated-Leave Program

The New Jersey Department of Personnel Merit System Board has approved the University's request to participate in the Donated-Leave Program. We are implementing the program on behalf of Rosemary Lemos, who is a CWA unit employee in library services. Consequently, donations can only be made in her behalf by New Jersey Department of Personnel merit system employees (civil service employees). Donations will be applied to her unpaid period of absence. Please call Tina Lisa in the Department of Human Resources at 2150 if you are interested in donating time.

Laurels for Accounting and Co-op

Ralph J. Evangelista, an East Brunswick CPA, was so pleased with Kean's placement of an accounting major in his firm that he forwarded to President Ronald L. Applbaum a letter of praise and a contribution of \$1,000 to be divided equally between the Cooperative Education Program and the Accounting Department. Evangelista noted that within only a few days of his request for information, he received résumés and instructions on how to hire a cooperative education student. "I am making this contribution as a token of my appreciation for the valiant efforts that were made by professor Samuel Bornstein and by Ray Ford on behalf of the students of Kean University as well as myself," Evangelista noted.

Samuel Bornstein, assistant professor of accounting and coordinator of the Accounting Co-op Program, matches students with accounting firms, affording students the opportunity to gain valuable work experience, earn college credits and increase their chances for employment after graduation. Bornstein said, "The letter and donation are extremely gratifying."

Faculty Invited to Join Recruitment Efforts

Faculty members play a key role in the recruitment of new students. "Often high school students, teachers and guidance counselors express the desire to meet and speak directly with members of the faculty to learn first-hand about the benefits, features and job opportunities in specific fields of study," said Audley Bridges, director of the Office of Undergraduate Admissions. "The dissemination of detailed information describing features and highlights of academic programs greatly affects a prospective student's decision to attend Kean University." Recruitment initiatives are designed to attract the brightest and best-prepared high school students to Kean.

The Office of Undergraduate Admissions encourages the involvement of faculty interested in speaking to students in high school classrooms, at college night programs, panel presentations, career day programs or during visits to our campus by students, parents and guidance counselors. Training and orientation sessions will be available for participants throughout the academic year.

Those interested in taking part in this initiative should contact Petra Knox, associate director of admissions, at 2195 or via e-mail at pknox@kean.edu.

Policy Regarding University Closing

Only the president, for reasons of snow or other emergency conditions, may excuse nonessential personnel from work. In such cases, nonessential employees will not be charged for their absence from work. The University retains the right to designate employees as essential or nonessential.

When a decision is made to close the University, nonessential employees will be notified through the telephone chain established within each department. All employees should provide their supervisor with a current home telephone number in order to be contacted in the event an emergency closing occurs.

The president of the University may determine that classes will be canceled. In such cases, employees are expected to be in attendance at work. Employees who are unable to come to work must contact the Office of Human Resources or their respective department to request the use of a personal or vacation day. The University will use the Kean Web site and public media to announce the cancellation of classes or the closing of the University.

EARLY RELEASE

When nonessential employees are released from work due to snow or other emergency conditions, each vice president will notify department heads of the time of the early release. When classes are canceled, employees are expected to remain at work unless specifically notified of an early release. Employees who choose to leave work early due to inclement weather conditions may utilize vacation, personal or compensatory time. If there are any questions concerning this procedure, please contact the Office of Human Resources at 2150.

The Artist RAFAEL



Rafael Illanes stands by his painting,
The Lady in Red

If you've seen Rafael Alexander Illanes around campus, then you probably noticed the bright and cheery manner with which he goes about his work. The senior building maintenance worker from Roselle Park, N.J. always offers a warm smile and a courteous "hello" when crossing your path.

Such pleasantries may be taken for granted at times, however, one can't help but detect Illanes' vibrant personality when witness to the product of his true love's labor — art.

Illanes has found great success as a ceramic sculptor and oil painter. He's won a multitude of awards and has developed a distinctive style that incorporates the use of brilliant color and elegant lines into his work. "When I paint, color is very important," Illanes said. "It makes people happy, and I make art for other people, not myself."

Born and raised in San Juan, Argentina, Illanes first discovered his talents while taking a class at the nearby Colegio de Bellas Artes in 1976. Illanes recalled, "I was taking a class, and my instructor asked me to enter a sculpture in a competition. It won first place. What a surprise!"

Illanes continued his training at the Foto Club de Buenos Aires in Argentina in 1977 and later at the Koubek Memorial Center for the Arts at the University of Miami in Florida.

After years spent honing his crafts, Illanes began to achieve notoriety within the art world. He garnered several honors, including third place in the annual competition sponsored by the Association of Critics and Commentators of Art, Miami, Fla. Additionally, Illanes' work has been shown in such prestigious venues as the Museum of Fine Arts in Tulu, France, and has been featured on television shows and in publications, including *The Star-Ledger* and *The Miami Herald*. Also, Illanes has sold pieces in Argentina, Spain, Mexico, Canada and the United States.

After spending the early 1990s racking up awards and participating in numerous exhibits throughout the state of Florida, Illanes decided to head north. He felt as though he needed to be closer to New York City's art community. So Illanes moved to New Jersey and, in 1996, began working at Kean University.

Since then, Illanes has displayed his art at museums, libraries and galleries throughout the metropolitan area with great success. In November, he held an exhibit at Kean's University Center as part of the Hispanic Association of Higher Education of New Jersey, Inc. Professional Conference and Student Leadership Symposium. It was Illanes' second showing at Kean; the previous took place last April. He has furthered his training by taking classes in Kean's Fine Arts Department. Illanes says, "The professors are very good, and I like to learn. I am taking black-and-white photography now."

Though his style is unique, Illanes' inspiration comes from, "nothing specific," he said. "My work is mostly the free expression of different things. But I really enjoy the sculptures of Michelangelo and Rodin and the paintings of Salvador Dali."

As for the future, Illanes plans to develop a Web site where he can market and sell his art. And he hopes to conduct more exhibits at Kean. But one thing is for certain, Illanes will maintain the positive outlook that shows so vividly in his art and his work.



One of Rafael's sculptures

State Leaders Honored as Outstanding Alumni

The Alumni Association honored Vito A. Gagliardi Sr. and Mario A. Papanozzi at the Outstanding Alumni Awards and University Scholars Reception on December 2. In addition, more than 80 Kean students were awarded academic scholarships at the event.

Vito A. Gagliardi was recognized with the Outstanding Alumnus Award in Education. He graduated from Kean in 1964 with a bachelor's degree in general elementary education. In 1967, Gagliardi earned a master's degree, also from Kean, in administration and supervision. Gagliardi has enjoyed a 37-year career and was appointed commissioner of education for the state of New Jersey by Acting Governor Donald DiFrancesco in March 2001.

At the ceremony, Gagliardi revealed that while attending Kean – then Newark State College – he received a \$150 scholarship, which amounted to one year's tuition, from the Key Club in Hillside, N.J. "No one becomes outstanding by him or herself," Gagliardi said. "When I attended Kean, I was working three jobs. I know that if there is a will, anything can be accomplished. You don't have to go to Ivy League schools to succeed."

Gagliardi began his career as a teacher of mathematics, language arts and social studies in the Westfield, N.J. public schools and later became an administrator. He was principal of the Sharon Elementary School in Washington Township as well as the district's superintendent of schools and eventually became superintendent of schools for Union County, N.J.

As director of the New Jersey Department of Education's School Executive Academy, Gagliardi helped institute professional development opportunities for educators. He also served as acting assistant deputy commissioner of education and special assistant to the commissioner of education. In those roles, he led a task force to examine the finances, governance and operation of New Jersey's special needs districts. Before his appointment as commissioner, Gagliardi was an education policy advisor to DiFrancesco.

Mario A. Papanozzi was the recipient of the Outstanding Alumnus Award in Government. He graduated from Kean in 1972 with a bachelor's degree in sociology. Papanozzi has been employed by the New Jersey Department of Corrections for 25 years and is currently the chairman of the State Parole Board.

The recipient of a doctoral degree in sociology with a specialty in criminology from Rutgers University, he is also an assistant professor of criminal justice in The College of New Jersey's Department of Law and Justice.

Active with the crime victims' rights movement for more than 15 years at both the national and state levels, Papanozzi is also a founding member of the New Jersey Coalition for Crime Victims' Rights. He has trained community corrections professionals across the United States and has published numerous articles on a wide range of criminal justice topics.

In addition, Papanozzi has served on the Governor's Study Commission on Parole and as a Union County freeholder, when, as chairman of the Finance Committee, he oversaw county jail, law and public safety functions. During his tenure as a freeholder, Papanozzi was active with community groups in developing programs designed to address education, drug and alcohol, and crime-related issues. Former New Jersey Governor Christie Whitman nominated Papanozzi for his current position in October 2000. "I can think of no one more qualified to head the State Parole Board than Dr. Papanozzi," Whitman said. "He brings to this important post a remarkable and rare blend of academic study and real life experiences."

Alumni Association Recognizes University Relations



At the December 5 meeting of the Alumni Association's Executive Board, University Relations Executive Director Robert Cole was honored with an Alumni Association award for outstanding support and promotion of Kean's alumni program. "In my 30 years with our Alumni Association, never has such an award been presented," commented Alumni Director Caroline Jolly '70, '93. "Bob has done so much for our alumni program. He truly gets it – the value and importance of alumni. And the marketing he has accomplished for the University is spectacular! Our hats are off to him."

Pictured left to right are Caroline Jolly, Robert Cole and Alumni Association President Tony Brennan '81.

Holiday Cheer

President Ronald L. and Susan Applbaum hosted the annual holiday reception for members of the Kean community on December 10. Held in the University Center, over 500 Kean employees attended.



As pictured left to right: (1) Adrian Restivo-Levitt, Ronald L. Applbaum and Beverly Desch; (2) Maxine Rosenberg and Elaine Ambrosio; (3) Irisa Leverette; (4) Mike Lampert and Les Aron; (5) Josh Paldi and Patti Martino; (6) Frank Vollero, Erica Braunius and Larry Gallagher; (7) Pat Ippolito, Angela Mulhearn, Angela Ortiz and Cherrylon Brown

Employment Opportunities

Kean University is committed to excellence and access, and to developing, maintaining, and strengthening interactive ties with the community. Kean University takes pride in its continuing effort to build a multicultural professional community to serve a richly diversified student population of 12,000.

Kean University is seeking to fill two new positions in the Counseling Center. One position is for a Mental Health Counselor and the other is for a Certified Drug and Alcohol Counselor. Under the supervision of the Director of Counseling, the individuals hired for these jobs will be responsible for providing outreach to specific areas within the Kean community.

COUNSELING CENTER Mental Health Counselor

RESPONSIBILITIES:

The position of mental health counselor requires an individual whose major responsibility will be to act as a liaison between the Counseling Center and our Residence Life Department. The individual hired for this position will divide their time between the Counseling Center and our Residence Life Program. The position requires someone who can be accessible to Residence Life staff, provide evening coverage, and do on site counseling, programming, and crisis intervention.

QUALIFICATIONS:

To be considered for this position the individual must have a minimum of a bachelor's degree. Preference will be given to candidates possessing at least a master's degree in the fields of social work, psychology, and/or counseling. Applicants for these positions must have strong group and individual skills. The ability to work with a highly divergent group of students is a must. Strong written and verbal communication skills and the ability to establish interdepartmental relations are essential. The ability to speak Spanish is also a plus, but not required for the position. Licensure in counseling or social work in the State of New Jersey is required.

SALARY AND BENEFITS:

Salary is based on experience, a comprehensive benefits package is being offered.

APPLICATIONS:

Applications will be reviewed upon receipt, and the search will continue until a suitable candidate is found. Please send a letter of application, a current résumé and three letters of reference to: Victor Esquilin, LCSW, Kean University Counseling Center, SSB 126, 1000 Morris Avenue, Union, NJ 07083.

COUNSELING CENTER Certified Drug and Alcohol Counselor

RESPONSIBILITIES:

The position of Certified Drug and Alcohol Counselor requires an individual whose major responsibility will be to provide individual or group counseling to students involving the prevention, cure, or treatment for alcohol/drug abuse. Additionally, this individual will provide public information concerning alcoholism/drug abuse, and will spearhead efforts to develop educational and/or service programs and will provide liaison between various concerned organizations. The ability to write and manage grants is highly desirable.

QUALIFICATIONS:

This position requires a minimum of a bachelor's degree. Preference will be given to candidates possessing a master's degree or higher in the fields of social work, psychology, and counseling. Applicants for these positions must have strong group and individual skills. The ability to work with a highly divergent group of students is a must. Strong written and verbal communication skills and the ability to establish interdepartmental relations are essential. Licensure in counseling or social work, and certification as an Alcohol and Drug Counselor is required.

SALARY AND BENEFITS:

Salary is based on experience, a comprehensive benefits package is being offered.

APPLICATIONS:

Applications will be reviewed upon receipt, and the search will continue until suitable candidates are found. Please send a letter of application, a current résumé and three letters of reference to: Victor Esquilin, LCSW, Kean University Counseling Center, SSB 126, Kean University, 1000 Morris Avenue, Union, NJ 07083.

Employment Opportunities

OFFICE OF INSTITUTIONAL RESEARCH

Database Developer/Administrator (Professional Services Specialist II)

DUTIES AND RESPONSIBILITIES:

Design, develop, and implement Office's databases and data warehouse. Set up programs to automate data extraction, data transformation, data validation, and data loading. Set up users and securities. Update, maintain, and administer Office's databases and data warehouse. Create and maintain web pages with dynamic data distribution. Set up queries and creates data reports. Maintain metadata and other data documentations. Communicate with appropriate offices for data collection and distribution. Keep current with technology development and recommend technology for improvement of Office's daily operation.

QUALIFICATIONS:

Knowledge of database and data warehouse structure, design and development; client/server architecture design and implementation; electronic commerce/secure Internet solutions; database system installation and maintenance; World Wide Web interfaces to database systems; database security design and implementation.

Ability to analyze, interpret, and develop programs to meet user needs and specifications; design, implement and maintain database and data warehouses applications and systems; evaluate program products; document database applications and solutions; establish cooperative working relationships with persons contacted in the course of performing assigned duties.

Bachelor's Degree required with three years of experience performing similar responsibilities. A master's degree in Computer Science, Computer Information Systems, Software Engineering, or other related fields with specialized courses in database design, development, and administration is preferred. Vendor certification or training in database design and development is helpful.

APPLICATION:

Applications will be reviewed immediately upon receipt until position is filled. Priority consideration will be given to applications received on or before December 21, 2001. Interested candidates should send a copy of their résumé to: Shiji Shen, Director of Institutional Research, Kean University, 1000 Morris Avenue, Union, NJ 07083. Competitive salary is commensurate with experience. Kean is an EEO/AA employer.

OFFICE OF HUMAN RESOURCES

Program Assistant/Staffing – Confidential

RESPONSIBILITIES:

Reporting to the Assistant Director of Human Resources, responsible for performing professional Human Resources functions related to hourly employees, personnel action processing, systems maintenance, and report generation. Prepares correspondences utilizing mail merge and ensures accuracy and compliance with appropriate rules, regulations, policies and procedures. Performs necessary reports and related work as required.

QUALIFICATIONS:

Candidate must demonstrate superior interpersonal, written and verbal communication, analytical and problem solving skills. Must have knowledge and skills related to CYBORG (Human Resource Information System) and Microsoft Office (Access and Word). Candidate must be customer service focused and have the ability to interact effectively with diverse employees and university administrators. Successful candidate must be able to multitask, work within tight deadlines in a confidential environment.

REQUIREMENTS:

Bachelor's Degree required. Applicants with at least one year experience in a similar environment preferred. Associate Degree and two years experience may be substituted for the education requirement.

SALARY, APPLICATION AND BENEFITS INFORMATION:

Salary is competitive and commensurate with qualification and experience. Comprehensive benefits package included. Candidacy review begins immediately and continues until appointment is made. Anticipated start date is scheduled for January 2, 2002. Please send letter of interest; current résumé, name, address, telephone numbers of three references to: Richeleen Dashiield, Director of Human Resources, Kean University, 1000 Morris Avenue, Union, New Jersey.

CALENDAR OF EVENTS

Monday, December 17

A **Board of Trustees Meeting** will be held in the University Center, Room 228. The meeting starts at 4 p.m. and will be followed by the Executive Session.

The Kean University **On School Time** theatre series for children will present the story of *Peter Pan* at 10 a.m. in Wilkins Theatre. Tickets are \$6. For more information or to reserve tickets, call the Box Office at 2337.

Tuesday, December 18

The Kean University **On School Time** theatre series for children will present the story of *Peter Pan* at 10 a.m. in Wilkins Theatre. Tickets are \$6. For more information or to reserve tickets, call the Box Office at 2337.

The **College of Arts, Humanities and Social Sciences Curriculum Committee** will hold a meeting from 2 p.m. to 3:20 p.m. in Hutchinson Hall, Room 137. For more information, call Dr. Emily Filardo at 2589 or e-mail efilardo@kean.edu.

The Kean University Faculty Senate will hold an **executive committee meeting** from 3:30 p.m. to 5 p.m. in Willis Hall, Room 107. For more information, call 2135.

Wednesday, December 19

The Kean University **On School Time** theatre series for children will present the story of *Peter Pan* at 10 a.m. in Wilkins Theatre. Tickets are \$6. For more information or to reserve tickets, call the Box Office at 2337.

The Kean Federation of Teachers invites members to a **holiday party** from 3:30 p.m. to 5:30 p.m. in the Cougars' Den. Good food and music orchestrated by DJ will be provided. For more information, call Norma Hall at 2122.

Friday, December 21

Last day of fall term.

Deck the Liberty Halls



A Kean contingent including (left to right) Daniel Higgins, associate director of university relations; Amy Meckeler, university relations specialist; and Ruth DeSanto, executive assistant to the vice president of administration and finance; had the honor of touring the Liberty Hall Museum, Union, N.J., on December 7. Christmases past came alive as the Liberty Hall mansion, once home to the prominent Livingston and Kean families, was decorated to reflect Dutch, English and Victorian influences on holiday celebrations from 1774 to 1942.

AHSS Curriculum Committee Meeting

The College of Arts, Humanities and Social Sciences Curriculum Committee will hold a meeting on Tuesday, December 18, from 2 p.m. to 3:20 p.m. in Hutchinson Hall, Room 137. For more information, call Dr. Emily Filardo at 2589 or e-mail efilardo@kean.edu.

AGENDA

- I. Approval of Agenda
 - II. Approval of Minutes
 - III. Announcements
 - IV. Business
- New and Revised Courses
- GE 2021 Research and Technology*
[a required GELAP course]
- PHIL 4600 Senior Philosophy Seminar
[a Capstone course]
- THE 4160 Acting for the Camera*
- THE 3140 Theatre Sports: Improvisation*
- THE 3110 Acting II Theatre Scene Studies*
- PSY 3650 Understanding Self and Others*
- PS 5140 The Growth of the Modern Presidency*
- FL 3255 Spanish Culture: Travel/Learn
- FL 5200 Images of Women in Contemporary French Cinema
- ENG 5451 Shakespeare: The Tragedies
- ENG 5555 American Autobiography
- Courses for Deletion
- ENG 5180 Contemporary Research in Applied Linguistics*

Please note that a departmental representative knowledgeable about the course must be present at the meeting to discuss the course.

** These courses were held over from an earlier meeting. Please bring copies of these course outlines.

Help for Faculty on IT Projects

Beginning on Monday, December 17, the Kean University Technology Teams Initiative (TTI) will begin accepting new applications from faculty who are interested in obtaining the help of an assistant trained in the implementation of academic IT projects. Kean faculty who are involved in the construction of online courses, Web-based supplements to traditional instruction, Web sites or other special projects may apply to have TTI assistants work with them on their projects. To qualify, you must submit an application, a concise plan for your project and have appreciable course/site content ready to go.

Applications can be obtained from Cathy Hannan, technology team manager, in Townsend Hall, Room 217, or in the CIRT Development Lab (L157A). If you have questions, please contact Cathy at 2254 or via e-mail at techteam@eve.kean.edu. Assignment of TTI assistants for the spring 2002 semester will commence shortly. Visit the TTI Web site at <http://eve.kean.edu/~techteam/> for more information.