

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION OF THE KEAN UNIVERSITY BOARD OF TRUSTEES APPOINTING
OFFICERS AND EXECUTIVE COMMITTEE FOR ACADEMIC YEAR 2025-2026**

WHEREAS: The Nominating Committee of the Board of Trustees is responsible to recommend to the full Board, on an annual basis, a slate of officers and Executive Committee members for the academic year; and

WHEREAS: The Board Secretary requested from all Board members their recommendations on nominees for board officers; and

WHEREAS: The Nominating Committee met on September 10, 2025, to discuss the recommendations it received for Board officers and executive committee members; and

WHEREAS: The Nominating Committee recommends the following board members as officers for the 2025-2026 academic year: Steve Fastook, *Chairperson*; Linda Lewis, *Vice-Chair*; Dr. Thomas Bistocchi, *Secretary*; and

WHEREAS: The Nominating Committee hereby nominates the following board members to serve on the Executive Committee for the 2025-2026 academic year in compliance with its bylaws: Steve Fastook, *Chairperson*; Linda Lewis, *Vice-Chair*; Dr. Thomas Bistocchi, *Secretary*; Ada Morell, *Past-Chair*; and Ed Oatman, *alternate*; now, therefore, be it

RESOLVED: The Board of Trustees accepts the recommendations of the Nominating Committee and appoints the above-named trustees as officers and members of the Executive Committee, respectively, for the 2025-2026 academic year.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025

Audrey M. Kelly
Executive Director to the Board of Trustees

KEAN UNIVERSITY
UNION, NEW JERSEY

**RESOLUTION BY THE KEAN UNIVERSITY BOARD OF TRUSTEES ACCEPTING
ELEVATE: 2025-2030 STRATEGIC PLAN FOR KEAN UNIVERSITY**

- WHEREAS: A comprehensive approach to envisioning, developing and implementing a strategic plan for Kean University is a critical component of ensuring its livelihood and securing its future; and
- WHEREAS: The Kean University Board of Trustees oversees the strategic vision of the University and supports policies and procedures to help ensure the University community can achieve the goals of its strategic plan; and,
- WHEREAS: A Strategic Planning Committee, appointed by the Kean President and guided by the Society for College and University Planning (SCUP), engaged students, faculty, staff, alumni, community partners and industry leaders in a comprehensive and thoughtful effort to draft a strategic plan for Kean that guides the University for the next five years; and
- WHEREAS: A draft of the strategic plan, ELEVATE Kean University Strategic Plan for 2025-2030, was shared with the Board of Trustees for their review and comment; and
- WHEREAS: The Board of Trustees has reviewed the plan and deemed it comprehensive, appropriate and aspirational; now, therefore, be it
- RESOLVED: The Kean University Board of Trustees hereby adopts ELEVATE, the 2025-2030 Strategic Plan for Kean University, and commends the Strategic Planning Council and thanks all who contribute their time and energy to the development of this guiding document.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION APPROVING AND ADOPTING THE KEAN UNIVERSITY
FINANCIAL CONFLICTS OF INTEREST IN RESEARCH POLICY**

- WHEREAS: The Kean University Board of Trustees is responsible for approving policies that guide the operations of the University; and
- WHEREAS: Kean University is committed to upholding the integrity of the research it undertakes and produces as New Jersey's only urban research university and a Carnegie 2 designated research university; and
- WHEREAS: Directives from the federal government require the University to adopt certain policies and procedures that govern research and help to ensure its integrity; and
- WHEREAS: The Kean University Financial Conflicts of Interest in Research Policy is designed to promote objectivity in research at Kean University by establishing standards that ensure the design, conduct, and reporting of research funded by external sponsors is free from bias resulting from financial conflicts of interest (FCOIs); and
- WHEREAS: The proposed policy helps Kean University ensure rigorous ethical standards are in place to protect research integrity as well as meet federal requirements for disclosure and management of outside activities; and
- WHEREAS: University Counsel drafted the Kean University Financial Conflicts of Interest in Research Policy (Attachment A) and recommends its adoption; and,
- WHEREAS: This policy applies to all Kean University personnel who are responsible for the design, conduct, or reporting of research funded by federal agencies or other external sponsors that require FCOI disclosures, management, and reporting; now, therefore, be it
- RESOLVED: The Kean University Board of Trustees does hereby approve and adopt the attached Kean University Financial Conflicts of Interest in Research Policy; and, be it further
- RESOLVED: The Board directs the President and/or his designee to implement this policy effective immediately and further provides the President and/or

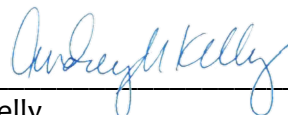
his designee with the authority to update this policy as needed to reflect changing federal or other edicts.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees



KEAN

FINANCIAL CONFLICTS OF INTEREST IN RESEARCH POLICY

Policy Statement

This policy is designed to promote objectivity in research at Kean University by establishing standards that ensure the design, conduct, and reporting of research funded by external sponsors is free from bias resulting from financial conflicts of interest (FCOIs). Significant financial interests that might present a real or perceived conflict of interest with a researcher's university responsibilities can compromise the integrity of research. This policy helps Kean University ensure rigorous ethical standards are in place to protect research integrity as well as meet federal requirements for disclosure and management of outside activities. This policy is distinct from New Jersey's existing disclosure regulations for outside activities, including but not limited to the New Jersey Uniform Ethics Code.

Overview

This policy applies to all Kean University personnel who are responsible for the design, conduct, or reporting of research funded by federal agencies or other external sponsors that require FCOI disclosures, management, and reporting.

Regulatory Framework

This policy is designed to align with the requirements set forth by the U.S. Department of Health and Human Services (42 C.F.R. Part 50, Subpart F and 45 C.F.R. Part 94) and the National Science Foundation. All research projects that involve human subjects require disclosure, review, and management of Significant Financial Interests (SFI) in accordance with Kean University's Institutional Review Board policy and procedures.

Definitions:

- **Conflict of Interest (COI) Committee:** Independent committee charged with reviewing and managing the outside activities of federally funded investigators and those engaged in human subjects' research.
- **Financial Conflict of Interest (FCOI):** A significant financial interest that could directly and significantly affect the design, conduct, or reporting of research.
- **Financial Interest:** anything of monetary value, whether or not the value is readily ascertainable.

- **Foreign Financial Interests:** income from seminars, lectures, or teaching engagements; income from service on advisory committees or review panels; and reimbursed or sponsored travel received from any foreign entity, including foreign institutions of higher education or a foreign government (which includes local, provincial, or equivalent governments of another country) when such income meets the threshold for disclosure (e.g., income in excess of \$5,000).
- **Institutional Deciding Official:** The institutional official who makes final determinations on appeals of findings of FCOI and any institutional actions.
- **Institutional responsibilities:** the professional activities an investigator performs on behalf of Kean University (e.g., administration, teaching, research, public communication, service on review panels, or mentoring).
- **Investigator:** Any person, regardless of title or position, who is responsible for the design, conduct, or reporting of research.
- **Public Health Service (PHS):** A federal agency within the U.S. Department of Health and Human Services as defined in 42 C.F.R. Part 50.
- **Significant Financial Interest (SFI):**
 - Income or equity interests exceeding \$5,000 from a publicly traded entity;
 - Any equity interest in a non-publicly traded entity;
 - Intellectual property rights and interests (e.g., patents, copyrights);
 - Reimbursed or sponsored travel related to institutional responsibilities.

Policy Requirements

This policy applies to Kean University investigators who are 1) engaging in or proposing to engage in federally funded research or 2) proposing any research involving human subjects. It also applies to individuals who carry out federally funded research as subcontractors, subrecipients, or collaborators where the terms of the agreement dictate that Kean University is the responsible party.

A. Disclosure

Investigators must disclose all SFIs:

- At the time of proposal submission;
- At least annually thereafter;
- Within 30 days of discovering or acquiring a new SFI.

Significant Financial Interests do not include the following:

- Salary, royalties, or other compensation from Kean University for institutional responsibilities.
- Income from personal investments, such as mutual funds and retirement accounts, provided that the investigator does not control the investment decisions made by these funds/accounts.
- Income from seminars, lectures, or teaching engagements sponsored by a domestic government agency, a university, and/or university affiliate.
- Income from service on advisory committees or review panels for a domestic government agency, a university, and/or university affiliate.
- Travel related to institutional responsibilities that is reimbursed or sponsored by a domestic government agency, a university, and/or university affiliate.

B. Review and Management

Kean University's Conflict of Interest (COI) Committee will review disclosures to determine whether an SFI constitutes an FCOI. If an FCOI is identified, a management plan will be developed, which may include:

- Public disclosure of the conflict;
- Monitoring of the research;
- Modification of the research plan;
- Disqualification from participation in the research; and/or
- Divestiture of financial interests.

Investigators may appeal any COI Committee determination that affects their participation in federally funded or human subjects research to the Institutional Deciding Official or their designee(s). Such requests must be in writing and received by the Institutional Deciding Official, with a final determination issued within 60 business days.

C. Training

Investigators must complete FCOI training:

- Prior to engaging in research;
- At least every four years thereafter;
- Within 90 days if this FCOI policy is revised; and
- If found to be out of compliance with this policy.

D. Reporting

Kean University's COI Committee will report identified FCOIs to the appropriate funding agency (e.g., NIH via eRA Commons) prior to expenditure of any funds and within 60 days of identifying any new FCOI.

E. Record Retention

Records of all disclosures, reviews, and actions taken regarding FCOI will be maintained for at least three years from the date of the final expenditure report or as required by the sponsor.

Compliance

Violations of this policy may result in disciplinary action, including termination; removal from federally funded projects; and/or institutional ineligibility for federal research funding. Fraudulent statements or claims (including intentional omissions) in violation of this policy may result in criminal, civil, administrative or university penalties.

Noncompliance with this policy will trigger a retrospective review of the research by the COI Committee within 90 days of discovery. This investigation will include review of the investigator's activities and the federally funded research project to determine whether any research, or portion thereof, conducted during the period of the noncompliance was biased in the design, conduct, or reporting of research. Documentation of the retrospective review will follow federal regulations.

If bias is found, the COI Committee will notify the sponsor promptly and submit a mitigation report to the sponsor addressing the impact of the bias on the research project, and the plan of action or actions taken to eliminate or mitigate the effect of the bias. Thereafter, annual FCOI reports will be submitted in accordance with the regulations and terms and conditions of the award agreement.

If bias is not found, no further action is required.

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION APPROVING AND ADOPTING THE KEAN UNIVERSITY
RESEARCH AND INTEGRITY POLICY AND RELATED PROCEDURES**

- WHEREAS: The Kean University Board of Trustees is responsible for approving policies that guide the operations of the University; and
- WHEREAS: Kean University is committed to upholding the integrity of the research it undertakes and produces as New Jersey's only urban research university and a Carnegie 2 designated research university; and
- WHEREAS: Directives from the federal government require the University to adopt certain policies and procedures that govern research and help to ensure its integrity; and
- WHEREAS: The Kean University Research Integrity Policy and Procedures reflect Kean's commitment to upholding the highest standards of scientific rigor in research as well as its commitment to fostering an environment that promotes research integrity and the responsible conduct of research; discourages research misconduct; and deals promptly with allegations or evidence of possible research misconduct; and
- WHEREAS: The proposed policy helps Kean University ensure rigorous ethical standards are in place to protect research integrity as well as meet federal requirements for disclosure and management of outside activities; and
- WHEREAS: The proposed policy also provides clear procedures with regards to managing allegations of research misconduct; and
- WHEREAS: University Counsel drafted the Kean University Research Integrity Policy and Procedures (Attachment A) and recommends its adoption; and,
- WHEREAS: This policy applies to all institutional members who conduct research; now, therefore, be it
- RESOLVED: The Kean University Board of Trustees does hereby approve and adopt the attached Kean University Research Integrity Policy and Procedures; and, be it further
- RESOLVED: The Board directs the President and/or his designee to implement this policy and its procedures effective immediately and further provides the

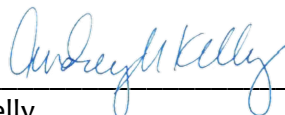
President and/or his designee with the authority to update this policy as needed to reflect changing federal or other edicts.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees



KEAN

RESEARCH INTEGRITY POLICY AND PROCEDURES

General Policies and Principles

Kean University is committed to upholding the highest standards of scientific rigor in research. This institution is committed to fostering an environment that promotes research integrity and the responsible conduct of research, discourages research misconduct, and deals promptly with allegations or evidence of possible research misconduct.

All institutional members are expected to conduct research with honesty, rigor, and transparency. Each institutional member is responsible for contributing to an organizational culture that establishes, maintains, and promotes research integrity and the responsible conduct of research.

Kean University strives to reduce the risk of research misconduct, support all good-faith efforts to report suspected misconduct, promptly and thoroughly address all allegations of research misconduct, and seek to rectify the scientific record and/or restore researchers' reputations, as appropriate.

Research misconduct is contrary to the interests of Kean University, the health and safety of the public, the integrity of research, and the conservation of public funds. Both the institution and its institutional members have an affirmative duty to protect those funds from misuse by ensuring the integrity of all research conducted on behalf of Kean University.

Kean University is responsible for ensuring that these policies and procedures for addressing allegations of research misconduct meet the requirements of the Public Health Service (PHS) Policies on Research Misconduct (42 CFR Part 93, "the PHS regulation"). The institution will establish and maintain these policies and procedures, inform all institutional members about these policies and procedures, and make these policies and procedures publicly available. Kean University is committed to following these policies and procedures when responding to allegations of research misconduct.

For definitions of terms used in this section and elsewhere, see the Definitions section.

Scope and Applicability

These policies and procedures apply to allegations of research misconduct involving:

1. Applications or proposals for PHS support for biomedical or behavioral research, biomedical or behavioral research training, or activities related to that research or research training.
2. PHS-supported biomedical or behavioral research.
3. PHS-supported biomedical or behavioral research training programs.
4. PHS-supported activities that are related to biomedical or behavioral research or research training, such as, but not limited to, the operation of tissue and data banks or the dissemination of research information.
5. Research records produced during PHS-supported research, research training, or activities related to that research or research training.
6. Research proposed, performed, reviewed, or reported, as well as any research record generated from that research, regardless of whether an application or proposal for PHS funds resulted in an awarded grant, contract, cooperative agreement, subaward, or other form of PHS support.

These policies and procedures apply only to research misconduct occurring within six years of the date the U.S. Department of Health and Human Services (HHS) or Kean University receives an allegation of research misconduct, subject to the following exceptions:

- The six-year time limitation does not apply if the respondent continues or renews any incident of alleged research misconduct that occurred before the six-year period through the use of, republication of, or citation to the portion(s) of the research record alleged to have been fabricated, falsified, or plagiarized, for the potential benefit of the respondent ("subsequent use exception"). For alleged research misconduct that appears subject to this subsequent use exception, but Kean University determines is not subject to the exception, the institution will document its determination that the subsequent use exception does not apply and will retain this documentation for the later of seven years after completion of the institutional proceeding or the completion of any HHS proceeding.
- The six-year time limitation also does not apply if the HHS Office of Research Integrity (ORI) or Kean University, following consultation with ORI, determines that the alleged research misconduct, if it occurred, would possibly have a substantial adverse effect on the health or safety of the public.

These policies and procedures do not supersede or establish an alternative to the PHS regulation or any existing regulations for handling research misconduct involving non-PHS supported research. They do not replace the PHS regulation, and in case of any conflict between this document and 42 CFR Part 93, the PHS regulation will prevail. They are intended to enable Kean University to comply with the requirements of the PHS regulation.

Definitions

Accepted practices of the relevant research community. This term means those practices established by 42 CFR Part 93 and by PHS funding components, as well as commonly accepted professional codes or norms within the overarching community of researchers and institutions that apply for and receive PHS awards.

Administrative record. The administrative record comprises: the institutional record; any information provided by the respondent to ORI, including but not limited to the transcript of any virtual or in-person meetings under § 93.403(b) between the respondent and ORI, and correspondence between the respondent and ORI; any additional information provided to ORI

while the case is pending before ORI; and any analysis or additional information generated or obtained by ORI. Any analysis or additional information generated or obtained by ORI will also be made available to the respondent.

Allegation. This term is a disclosure of possible research misconduct through any means of communication and brought directly to the attention of an institutional or HHS official.

Assessment. Assessment means a consideration of whether an allegation of research misconduct appears to fall within the definition of research misconduct; appears to involve PHS-supported biomedical or behavioral research, biomedical or behavioral research training, or activities related to that research or research training; and is sufficiently credible and specific so that potential evidence of research misconduct may be identified. The assessment only involves the review of readily accessible information relevant to the allegation.

Complainant. Complainant means an individual who in good faith makes an allegation of research misconduct.

Evidence. Evidence means anything offered or obtained during a research misconduct proceeding that tends to prove or disprove the existence of an alleged fact. Evidence includes documents, whether in hard copy or electronic form, information, tangible items, and testimony.

Fabrication. Fabrication means making up data or results and recording or reporting them.

Falsification. Falsification means manipulating research materials, equipment, or processes, or changing or omitting data or results such that the research is not accurately represented in the research record.

Good faith. (a) Good faith as applied to a complainant or witness means having a reasonable belief in the truth of one's allegation or testimony, based on the information known to the complainant or witness at the time. An allegation or cooperation with a research misconduct proceeding is not in good faith if made with knowledge of or reckless disregard for information that would negate the allegation or testimony. (b) Good faith as applied to an institutional or committee member means cooperating with the research misconduct proceeding by impartially carrying out the duties assigned for the purpose of helping an institution meet its responsibilities under 42 CFR Part 93. An institutional or committee member does not act in good faith if their acts or omissions during the research misconduct proceedings are dishonest or influenced by personal, professional, or financial conflicts of interest with those involved in the research misconduct proceeding.

Inquiry. Inquiry means preliminary information-gathering and preliminary fact-finding that meets the criteria and follows the procedures of § 93.307 through § 93.309.

Institution. Institution means Kean University or any person who applies for or receives PHS support for any activity or program that involves the conduct of biomedical or behavioral research, biomedical or behavioral research training, or activities related to that research or training.

Institutional Deciding Official. Institutional Deciding Official means the institutional official who makes final determinations on allegations of research misconduct and any institutional actions. The same individual cannot serve as the Institutional Deciding Official and the Research Integrity Officer.

Institutional member. Institutional member and members means an individual (or individuals) who is employed by, is an agent of, or is affiliated by contract or agreement with an institution. Institutional members may include, but are not limited to, officials, tenured and untenured faculty, teaching and support staff, researchers, research coordinators, technicians, postdoctoral and other fellows, students, volunteers, subject matter experts, consultants, or attorneys, or employees or agents of contractors, subcontractors, or sub-awardees.

Institutional record. The institutional record comprises: (a) The records that the institution compiled or generated during the research misconduct proceeding, except records the institution did not consider or rely on. These records include but are not limited to (1) documentation of the assessment as required by § 93.306(c); (2) if an inquiry is conducted, the inquiry report and all records (other than drafts of the report) considered or relied on during the inquiry, including, but not limited to, research records and the transcripts of any transcribed interviews conducted during the inquiry, information the respondent provided to the institution, and the documentation of any decision not to investigate as required by § 93.309(c); (3) if an investigation is conducted, the investigation report and all records (other than drafts of the report) considered or relied on during the investigation, including, but not limited to, research records, the transcripts of each interview conducted pursuant to § 93.310(g), and information the respondent provided to the institution; (4) decision(s) by the Institutional Deciding Official, such as the written decision from the Institutional Deciding Official under § 93.314; (5) the complete record of any institutional appeal consistent with § 93.315; (b) a single index listing all the research records and evidence that the institution compiled during the research misconduct proceeding, except records the institution did not consider or rely on; and (c) a general description of the records that were sequestered but not considered or relied on.

Intentionally. To act intentionally means to act with the aim of carrying out the act.

Investigation. Investigation means the formal development of a factual record and the examination of that record that meets the criteria and follows the procedures of §§ 93.310 through 93.317.

Knowingly. To act knowingly means to act with awareness of the act.

Plagiarism. Plagiarism means the appropriation of another person's ideas, processes, results, or words, without giving appropriate credit. (a) Plagiarism includes the unattributed verbatim or nearly verbatim copying of sentences and paragraphs from another's work that materially misleads the reader regarding the contributions of the author. It does not include the limited use of identical or nearly identical phrases that describe a commonly used methodology. (b) Plagiarism does not include self-plagiarism or authorship or credit disputes, including disputes among former collaborators who participated jointly in the development or conduct of a research project. Self-plagiarism and authorship disputes do not meet the definition of research misconduct.

Preponderance of the evidence. Preponderance of the evidence means proof by evidence that, compared with evidence opposing it, leads to the conclusion that the fact at issue is more likely true than not.

PHS support. PHS support means PHS funding, or applications or proposals for PHS funding, for biomedical or behavioral research, biomedical or behavioral research training, or activities related to that research or training, that may be provided through funding for PHS intramural research; PHS grants, cooperative agreements, or contracts; subawards, contracts, or

subcontracts under those PHS funding instruments; or salary or other payments under PHS grants, cooperative agreements, or contracts.

Recklessly. To act recklessly means to propose, perform, or review research, or report research results, with indifference to a known risk of fabrication, falsification, or plagiarism.

Research Integrity Officer. The Research Integrity Officer (RIO) refers to the institutional official responsible for administering the institution's written policies and procedures for addressing allegations of research misconduct in compliance with 42 CFR Part 93.

Research misconduct. Research misconduct means fabrication, falsification, or plagiarism in proposing, performing, or reviewing research, or in reporting research results. Research misconduct does not include honest error or differences of opinion.

Research misconduct proceeding. Research misconduct proceeding means any actions related to alleged research misconduct taken under 42 CFR Part 93, including allegation assessments, inquiries, investigations, ORI oversight reviews, and appeals under subpart E of 42 CFR Part 93.

Research record. Research record means the record of data or results that embody the facts resulting from scientific inquiry. Data or results may be in physical or electronic form. Examples of items, materials, or information that may be considered part of the research record include, but are not limited to, research proposals, raw data, processed data, clinical research records, laboratory records, study records, laboratory notebooks, progress reports, manuscripts, abstracts, theses, records of oral presentations, online content, lab meeting reports, and journal articles.

Respondent. Respondent means the individual against whom an allegation of research misconduct is directed or who is the subject of a research misconduct proceeding.

Retaliation. Retaliation means an adverse action taken against a complainant, witness, or committee member by an institution or one of its members in response to (a) a good faith allegation of research misconduct or (b) good faith cooperation with a research misconduct proceeding.

Suspension and Debarment Official. Suspension and Debarment Official or SDO means the HHS official authorized to impose suspension and debarment, which are the actions that Federal agencies take to disqualify persons deemed not presently responsible from doing business with the Federal Government.

Roles, Rights, and Responsibilities

Institution

Kean University's General Responsibilities

To the extent possible, the institution will limit disclosure of the identity of respondents, complainants, and witnesses while conducting the research misconduct proceedings to those who need to know, inform all institutional members about these policies and procedures, and make these policies and procedures publicly available. This limitation on disclosure no longer

applies once the institution has made a final determination of research misconduct findings. The institution will respond to each allegation of research misconduct under 42 CFR Part 93 in a thorough, competent, objective, and fair manner. The institution will take all reasonable and practical steps to ensure the cooperation of respondents and other institutional members with research misconduct proceedings, including, but not limited to, their providing information, research records, and other evidence. The institution agrees to cooperate with ORI during any research misconduct proceeding or compliance review, including addressing deficiencies or additional allegations in the institutional record if directed by ORI and to assist in administering and enforcing any HHS administrative actions imposed on institutional members. The institution may also take steps to manage published data or acknowledge that data may be unreliable.

Kean University's Responsibilities During and After a Research Misconduct Proceeding

Except as may otherwise be prescribed by applicable law, the institution will maintain confidentiality for any records or evidence from which research subjects might be identified and will limit disclosure to those who need to know to carry out a research misconduct proceeding. Before or at the time of notifying the respondent of the allegation(s) and whenever additional items become known or relevant, the institution will promptly take all reasonable and practical steps to obtain all research records and other evidence and sequester them securely. The institution will ensure that the institutional record contains all required elements, i.e., research records that were compiled and considered during the proceedings, assessment documentation, and inquiry and/or investigation reports. Upon completion of the inquiry, the institution will provide ORI with the complete inquiry report and add it to the institutional record. The institution will maintain the institutional record and all sequestered research records and other evidence in a secure manner for seven years after completion of the institutional and/or HHS proceeding.

The institution will provide information related to the alleged research misconduct and proceedings to ORI upon request and transfer custody or provide copies of the institutional record or any component of it and any sequestered evidence to HHS, regardless of whether the evidence is included in the institutional record. Additionally, the institution will promptly notify ORI of any special circumstances that may arise.

Disclosure of the identity of respondents, complainants, and witnesses while the institution is conducting the research misconduct proceedings is limited to those who need to know, which the institution will determine consistent with a thorough, competent, objective, and fair research misconduct proceeding, and as allowed by law. Those who need to know may include institutional review boards, journals, editors, publishers, co-authors, and collaborating institutions.

Kean University's Responsibilities to the Complainant(s)

The institution will provide confidentiality consistent with 42 CFR Part 93 for all complainants in a research misconduct proceeding. The institution will also take precautions to ensure that individuals responsible for carrying out any part of the research misconduct proceeding do not have potential, perceived, or actual personal, professional, or financial conflicts of interest with the complainant(s). The institution agrees to take all reasonable and practical steps to protect the positions and reputations of complainants and to protect these individuals from retaliation by respondents and/or other institutional members. If Kean University chooses to notify one complainant of the inquiry results in a case, all complainants will be notified by the institution, to the extent possible.

Kean University's Responsibilities to the Respondent(s)

As with complainants, the institution will provide confidentiality consistent with 42 CFR Part 93 to all respondents in a research misconduct proceeding. The institution will make a good-faith effort to notify the respondent(s) in writing of the allegations being made against them. The institution will take precautions to ensure that individuals responsible for carrying out any part of the research misconduct proceeding do not have unresolved personal, professional, or financial conflicts of interest with the respondent. The institution is responsible for giving the respondent(s) copies of or supervised access to the sequestered research records. The institution will notify the respondent whether the inquiry found that an investigation is warranted, provide the respondent an opportunity to review and comment on the inquiry report, and attach their comments to the inquiry report. If an investigation is commenced, the institution must notify the respondent, give written notice of any additional allegations raised against them not previously addressed by the inquiry report, and allow the respondent(s) an opportunity to review the witness transcripts. The institution will give the respondent(s) an opportunity to read and comment on the draft investigation report and any information or allegations added to the institutional record. The institution will give due consideration to admissible, credible evidence of honest error or difference of opinion presented by the respondent.

The institution will bear the burden of proof, by a preponderance of the evidence, for making a finding of research misconduct. The institution will make all reasonable, practical efforts, if requested and as appropriate, to protect or restore the reputation of respondents against whom no finding of research misconduct is made.

Kean University's Responsibilities to Committee Members

The institution will ensure that a committee, consortium, or person acting on the institution's behalf conducts research misconduct proceedings in compliance with the PHS regulation. The institution will take all reasonable and practical steps to protect the positions and reputations of good-faith committee members and to protect these individuals from retaliation.

Kean University's Responsibilities to the Witness(es)

The institution will provide confidentiality consistent with 42 CFR Part 93 for all witnesses. The institutions will take precautions to ensure that individuals responsible for carrying out any part of the proceedings do not have unresolved personal, professional, or financial conflicts of interest with the witnesses. The institutions will also take all reasonable and practical steps to protect the positions and reputations of witnesses and to protect these individuals from retaliation.

Research Integrity Officer

The Research Integrity Officer (RIO) is the institutional official responsible for administering Kean University's written policies and procedures for addressing allegations of research misconduct in compliance with the PHS regulation. The same individual will not serve as both the Institutional Deciding Official and the RIO. The institution may choose to have the RIO or another designated institutional official conduct the inquiry in lieu of a committee, and, if needed, this individual may utilize one or more subject matter experts to assist them in the inquiry.

Upon receiving an allegation of research misconduct, the RIO or another designated institutional official will promptly assess the allegation to determine whether the allegation (a) is within the definition of research misconduct under the PHS regulation, (b) is within the applicability

criteria of the regulation at § 93.102, and (c) is sufficiently credible and specific so that potential evidence of research misconduct may be identified. If the RIO or another designated institutional official determines that the requirements for an inquiry are met, they shall document the assessment, promptly sequester all research records and other evidence per the PHS regulation, and promptly initiate the inquiry. If the RIO or another designated institutional official determines that requirements for an inquiry are not met, they will keep sufficiently detailed documentation of the assessment to permit a later review by ORI of the reasons why Kean University did not conduct an inquiry. The institution will keep this documentation and related records in a secure manner for seven years and provide them to ORI upon request.

Complainant

The complainant is the person who in good faith makes an allegation of research misconduct. The complainant brings research misconduct allegations directly to the attention of an institutional or HHS official through any means of communication.

The complainant will make allegations in good faith, as it is defined in the PHS regulation, as having a reasonable belief in the truth of one's allegation or testimony, based on the information known to the complainant at the time.

Respondent

The respondent is the individual against whom an allegation of research misconduct is directed or who is the subject of a research misconduct proceeding. The respondent has the burden of going forward with and proving, by a preponderance of evidence, affirmative defenses raised. The respondent's destruction of research records documenting the questioned research is evidence of research misconduct where a preponderance of evidence establishes that the respondent intentionally or knowingly destroyed records after being informed of the research misconduct allegations. The respondent's failure to provide research records documenting the questioned research is evidence of research misconduct where the respondent claims to possess the records but refuses to provide them upon request.

The respondent will not be present during the witnesses' interviews but will be provided a transcript of the interview after it takes place. The respondent will have opportunities to (a) view and comment on the inquiry report, (b) view and comment on the investigation report, and (c) submit any comments on the draft investigation report to Kean University within 30 days of receiving it.

If admitting to research misconduct, the respondent will sign a written statement specifying the affected research records and confirming the misconduct was falsification, fabrication, and/or plagiarism; committed intentionally, knowingly, or recklessly; and a significant departure from accepted practices of the relevant research community.

Committee and Consortium Members

Committee members (and consortium members where applicable) are experts who act in good faith to cooperate with the research misconduct proceedings by impartially carrying out their assigned duties for the purpose of helping Kean University meet its responsibilities under 42 CFR Part 93. Committee and consortium members will have relevant scientific expertise and be free of real or perceived conflicts of interest with any of the involved parties.

Committee or consortium members or anyone acting on behalf of Kean University will conduct research misconduct proceedings consistent with the PHS regulation. They will determine whether an investigation is warranted, documenting the decision in an inquiry report. During an investigation, committee or consortium members participate in recorded interviews of each respondent, complainant, and any other available person who has been reasonably identified as having information regarding any relevant aspects of the investigation, including witnesses identified by the respondent(s). They will also determine whether or not the respondent(s) engaged in research misconduct and document the decision in the investigation report. They consider respondent and/or complainant comments on the inquiry/investigation report(s) and document that consideration in the investigation report.

An investigation into multiple respondents may convene with the same investigation committee or consortium members or anyone acting on behalf of Kean University, but there will be separate investigation reports and separate research misconduct determinations for each respondent. Committee or consortium members may serve for more than one investigation, in cases with multiple respondents. Committee members may also serve for both the inquiry and the investigation.

Witnesses

Witnesses are people whom Kean University has reasonably identified as having information regarding any relevant aspects of the investigation. Witnesses provide information for review during research misconduct proceedings. Witnesses will cooperate with the research misconduct proceedings in good faith and have a reasonable belief in the truth of their testimony, based on the information known to them at the time.

Institutional Deciding Official

The Institutional Deciding Official (IDO) makes the final determination of research misconduct findings. The IDO cannot serve as the RIO. The IDO documents their determination in a written decision that includes whether research misconduct occurred, and if so, what kind and who committed it, and a description of the relevant actions Kean University has taken or will take. The IDO's written decision becomes part of the institutional record.

Procedures for Addressing Allegations of Research Misconduct

Assessment

An assessment's purpose is to determine whether an allegation warrants an inquiry. An assessment is intended to be a review of readily accessible information relevant to the allegation.

Upon receiving an allegation of research misconduct, the RIO or another designated institutional official will promptly determine whether the allegation (a) falls within the definition of research misconduct, (b) is within the applicability criteria of 42 CFR Part 93 § 93.102, and (c) is credible and specific enough to identify and sequester potential evidence.

If the RIO or another institutional official determines that the allegation meets these three criteria, they will promptly: (a) document the assessment and (b) initiate an inquiry and sequester all research records and other evidence. The RIO or other institutional official must document the assessment and retain the assessment documentation securely for seven years after completion

of the misconduct proceedings. If the RIO or another institutional official determines that the alleged misconduct does not meet the criteria to proceed to an inquiry, they will write sufficiently detailed documentation to permit a later review by ORI of why Kean University did not proceed to an inquiry and securely retain this documentation for seven years.

Inquiry

An inquiry is warranted if the allegation (a) falls within the definition of research misconduct under 42 CFR Part 93, (b) is within the applicability criteria of § 93.102, and (c) is sufficiently credible and specific so that potential evidence of research misconduct may be identified. An inquiry's purpose is to conduct an initial review of the evidence to determine whether an allegation warrants an investigation. An inquiry does not require a full review of all related evidence. Kean University will complete the inquiry within 90 days of initiating it unless circumstances warrant a longer period, in which it will sufficiently document the reasons for exceeding the time limit in the inquiry report.

Sequestering Evidence and Notifying the Respondent

Before or at the time of notifying the respondent(s), Kean University will obtain the original or substantially equivalent copies of all research records and other evidence that are pertinent to the proceeding, inventory these materials, sequester the materials in a secure manner, and retain them for seven years. The institution has a duty to obtain, inventory, and securely sequester evidence that extends to whenever additional items become known or relevant to the inquiry or investigation.

At the time of or before beginning the inquiry, Kean University will make a good-faith effort to notify the presumed respondent(s), in writing, that an allegation(s) of research misconduct has been raised against them, the relevant research records have been sequestered, and an inquiry will be conducted to decide whether to proceed with an investigation. If additional allegations are raised, the institution will notify the respondent(s) in writing. When appropriate, the institution will give the respondent(s) copies of, or reasonable supervised access to, the sequestered materials.

If additional respondents are identified, Kean University will provide written notification to the new respondent(s). All additional respondents will be given the same rights and opportunities as the initial respondent. Only allegations specific to a particular respondent will be included in the notification to that respondent.

Convening the Committee and Ensuring Neutrality

Kean University will ensure that all inquiry committee members understand their commission, keep the identities of respondents, complainants, and witnesses confidential, and conduct the research misconduct proceedings in compliance with the PHS regulation. In lieu of a committee, the institution may task the RIO or another designated institutional official to conduct the inquiry, provided this person utilizes subject matter experts as needed to assist in the inquiry.

Determining Whether an Investigation Is Warranted

The inquiry committee, RIO, or other designated institutional official will conduct a preliminary review of the evidence. In the process of fact-finding, the inquiry committee may interview the respondent and/or witnesses. An investigation is warranted if (a) there is a reasonable basis for concluding that the allegation falls within the definition of research

misconduct under 42 CFR Part 93 and involves PHS-supported biomedical or behavioral research, biomedical or behavioral research training, or activities related to that research or research training, as provided in § 93.102; and (b) preliminary information- gathering and fact-finding from the inquiry indicates that the allegation may have substance.

The inquiry committee will not determine if research misconduct occurred, nor assess whether the alleged misconduct was intentional, knowing, or reckless; such a determination is not made until the case proceeds to an investigation.

Documenting the Inquiry

At the conclusion of the inquiry, regardless of whether an investigation is warranted, the inquiry committee, RIO, or other designated institutional official will prepare a written inquiry report. The contents of a complete inquiry report will include:

1. The names, professional aliases, and positions of the respondent and complainant(s).
2. A description of the allegation(s) of research misconduct.
3. Details about the PHS funding, including any grant numbers, grant applications, contracts, and publications listing PHS support.
4. The composition of the inquiry committee, if used, including name(s), position(s), and subject matter expertise.
5. An inventory of sequestered research records and other evidence and description of how sequestration was conducted.
6. Transcripts of interviews, if transcribed.
7. Inquiry timeline and procedural history.
8. Any scientific or forensic analyses conducted.
9. The basis for recommending that the allegation(s) warrant an investigation.
10. The basis on which any allegation(s) do not merit further investigation.
11. Any comments on the inquiry report by the respondent or the complainant(s).
12. Any institutional actions implemented, including internal communications or external communications with journals or funding agencies.
13. Documentation of potential evidence of honest error or difference of opinion.

Completing the Inquiry

Kean University will give the respondent a copy of the draft inquiry report for review and comment. The institution may, but is not required to, provide relevant portions of the report to a complainant for comment.

Kean University will notify the respondent of the inquiry's final outcome and provide the respondent with copies of the final inquiry report, the PHS regulation, and these policies and procedures. The institution may, but is not required to, notify a complainant whether the inquiry found that an investigation is warranted. If the institution provides notice to one complainant in a case, it must provide notice, to the extent possible, to all complainants in the case.

If an Investigation Is Not Warranted:

If the inquiry committee, RIO, or other designated institutional official determines that an investigation is not warranted, Kean University will keep sufficiently detailed documentation to permit a later review by ORI of why the institution did not proceed to an investigation, store these

records in a secure manner for at least seven years after the termination of the inquiry, and provide them to ORI upon request.

If an Investigation is Warranted:

If the inquiry committee, RIO, or other designated institutional official determines that an investigation is warranted, Kean University must:

- (a) within a reasonable amount of time after this decision, provide written notice to the respondent(s) of the decision to conduct an investigation of the alleged misconduct, including any allegations of research misconduct not addressed during the inquiry; and
- (b) within 30 days of determining that an investigation is warranted, provide ORI with a copy of the inquiry report.

On a case-by-case basis, Kean University may choose to notify the complainant that there will be an investigation of the alleged misconduct but is required to take the same notification action for all complainants in cases where there is more than one complainant.

Investigation

The purpose of an investigation is to formally develop a factual record, pursue leads, examine the record, and recommend finding(s) to the IDO, who will make the final decision, based on a preponderance of evidence, on each allegation and any institutional actions. As part of its investigation, the institution will pursue diligently all significant issues and relevant leads, including any evidence of additional instances of possible research misconduct, and continue the investigation to completion. Within 30 days after deciding an investigation is warranted, Kean University will notify ORI of the decision to investigate and begin the investigation.

Notifying the Respondent and Sequestering Evidence

Kean University will notify the respondent(s) of the allegation(s) within 30 days of determining that an investigation is warranted and before the investigation begins. If any additional respondent(s) are identified during the investigation, the institution will notify them of the allegation(s) and provide them an opportunity to respond consistent with the PHS regulation. If the institution identifies additional respondents during the investigation, it may choose to either conduct a separate inquiry or add the new respondent(s) to the ongoing investigation. The institution will obtain the original or substantially equivalent copies of all research records and other evidence, inventory these materials, sequester them in a secure manner, and retain them for seven years after its proceeding or any HHS proceeding, whichever is later.

Convening an Investigation Committee

After vetting investigation committee members for conflicts of interest and appropriate scientific expertise, the Kean University will convene the committee and ensure that the members understand their responsibility to conduct the research misconduct proceedings in compliance with the PHS regulation. The investigation committee will conduct interviews, pursue leads, and examine all research records and other evidence relevant to reaching a decision on the merits of the allegation(s). The institution will use diligent efforts to ensure that the investigation is thorough, sufficiently documented, and impartial and unbiased to the maximum extent practicable. The institution will notify the respondent in writing of any additional allegations raised against them during the investigation.

Conducting Interviews

Kean University will interview each respondent, complainant(s), and any other available person who has been reasonably identified as having information regarding any relevant aspects of the investigation, including witnesses identified by the respondent. The institution will number all relevant exhibits and refer to any exhibits shown to the interviewee during the interview by that number. The institution will record and transcribe interviews during the investigation and make the transcripts available to the interviewee for correction. The institution will include the transcript(s) with any corrections and exhibits in the institutional record of the investigation. The respondent will not be present during the witnesses' interviews, but the institution will provide the respondent with a transcript of each interview, with redactions as appropriate to maintain confidentiality.

Documenting the Investigation

Kean University will complete all aspects of the investigation within 180 days. The institution will conduct the investigation, prepare the draft investigation report for each respondent, and provide the opportunity for respondents to comment. The institution will document the IDO's final decision and transmit the institutional record (including the final investigation report and IDO's decision) to ORI. If the investigation takes more than 180 days to complete, the institution will ask ORI in writing for an extension and document the reasons for exceeding the 180-day period in the investigation report.

The investigation report for each respondent will include:

1. Description of the nature of the allegation(s) of research misconduct, including any additional allegation(s) addressed during the research misconduct proceeding.
2. Description and documentation of the PHS support, including any grant numbers, grant applications, contracts, and publications listing PHS support. This documentation includes known applications or proposals for support that the respondent has pending with PHS and non-PHS Federal agencies.
3. Description of the specific allegation(s) of research misconduct for consideration in the investigation of the respondent.
4. Composition of investigation committee, including name(s), position(s), and subject matter expertise.
5. Inventory of sequestered research records and other evidence, except records the institution did not consider or rely on. This inventory will include manuscripts and funding proposals that were considered or relied on during the investigation. The inventory will also include a description of how any sequestration was conducted during the investigation.
6. Transcripts of all interviews conducted.
7. Identification of the specific published papers, manuscripts submitted but not accepted for publication (including online publication), PHS funding applications, progress reports, presentations, posters, or other research records that contain the allegedly falsified, fabricated, or plagiarized material.
8. Any scientific or forensic analyses conducted.
9. A copy of these policies and procedures.
10. Any comments made by the respondent and complainant(s) on the draft investigation report and the committee's consideration of those comments.
11. A statement for each separate allegation of whether the committee recommends a finding of research misconduct.

If the committee recommends a finding of research misconduct for an allegation, the investigation report will present a finding for each allegation. These findings will:

- (a) identify the individual(s) who committed the research misconduct;
- (b) indicate whether the misconduct was falsification, fabrication, and/or plagiarism;
- (c) indicate whether the misconduct was committed intentionally, knowingly, or recklessly;
- (d) identify any significant departure from the accepted practices of the relevant research community and that the allegation was proven by a preponderance of the evidence;
- (e) summarize the facts and analysis supporting the conclusion and consider the merits of any explanation by the respondent;
- (f) identify the specific PHS support; and
- (g) state whether any publications need correction or retraction.

If the investigation committee does not recommend a finding of research misconduct for an allegation, the investigation report will provide a detailed rationale for its conclusion.

The investigation committee should also provide a list of any current support or known applications or proposals for support that the respondent has pending with PHS and non-PHS Federal agencies.

Completing the Investigation

Kean University will give the respondent a copy of the draft investigation report and, concurrently, a copy of, or supervised access to, the research records and other evidence that the investigation committee considered or relied upon. The respondent will submit any comments on the draft report to the institution within 30 days of receiving the draft investigation report. If Kean University chooses to share a copy of the draft investigation report or relevant portions of it with the complainant(s) for comment, the complainant's comments will be submitted within 30 days of the date on which they received the report. The institution will add any comments received to the investigation report.

IDO Review of the Investigation Report

The IDO will review the investigation report and make a final written determination of whether the institution found research misconduct and, if so, who committed the misconduct. In this statement, the IDO will include a description of relevant institutional actions taken or to be taken.

Creating and Transmitting the Institutional Record

After the IDO has made a final determination of research misconduct findings, Kean University will add the IDO's written decision to the investigation report and organize the institutional record in a logical manner.

The institutional record consists of the records that were compiled or generated during the research misconduct proceeding, except records the institution did not rely on. These records include documentation of the assessment, a single index listing all research records and evidence, the inquiry report and investigation report, and all records considered or relied on during the investigation. The institutional record also includes the IDO's final decision and any

information the respondent provided to the institution. The institutional record must also include a general description of the records that were sequestered but not considered or relied on.

If the respondent filed an appeal, the complete record of any institutional appeal also becomes part of the institutional record. Kean University will wait until the appeal is concluded to transmit the institutional record to ORI. After the IDO has made a final written determination, and any institutional appeal is complete, the institution must transmit the institutional record to ORI.

Appeal Process

An appeal is a review of the record previously compiled and is available only to consider new evidence, contentions that the investigatory process was flawed, or contentions that the evidence in the record taken as a whole did not substantially support the findings of the process. The respondent is entitled to one appeal only. The appeal will be made in writing to the Kean University President, as final agency head. The appellant must inform the Research Integrity Officer of their intention to appeal the decision. Appeals must be completed within a 120 day period after the completion of the investigation. If Kean University is unable to complete any appeals within this time period, they must notify ORI in writing and request an extension for a request.

When investigating an appeal, the President will receive copies of all relevant and pertinent material to the investigation, including transcripts of all interviews as well as minutes from all of the adjourned sessions. Based on their review of this information, the President may accept, reject, or modify the initial decision.

Other Procedures and Special Circumstances

Multiple Institutions and Multiple Respondents

If the alleged research misconduct involves multiple institutions, Kean University may work closely with the other affected institutions to determine whether a joint research misconduct proceeding will be conducted. If so, the cooperating institutions will choose an institution to serve as the lead institution. In a joint research misconduct proceeding, the lead institution will obtain research records and other evidence pertinent to the proceeding, including witness testimony, from the other relevant institutions. By mutual agreement, the joint research misconduct proceeding may include committee members from the institutions involved. The determination of whether further inquiry and/or investigation is warranted, whether research misconduct occurred, and the institutional actions to be taken may be made by the institutions jointly or tasked to the lead institution.

If the alleged research misconduct involves multiple respondents, Kean University may either conduct a separate inquiry for each new respondent or add them to the ongoing proceedings. The institution must give additional respondent(s) notice of and an opportunity to respond to the allegations.

Respondent Admissions

Kean University will promptly notify ORI in advance if at any point during the proceedings (including the assessment, inquiry, investigation, or appeal stage) it plans to close a research misconduct case because the respondent has admitted to committing research misconduct or a settlement with the respondent has been reached. If the respondent admits to research

misconduct, the institution will not close the case until providing ORI with the respondent's signed, written admission. The admission must state the specific fabrication, falsification, or plagiarism that occurred, which research records were affected, and that it constituted a significant departure from accepted practices of the relevant research community. The institution must not close the case until giving ORI a written statement confirming the respondent's culpability and explaining how the institution determined that the respondent's admission fully addresses the scope of the misconduct.

Termination of Institutional Employment or Resignation Prior to Completing Inquiry or Investigation

The termination of the respondent's institutional employment, by resignation or otherwise, before or after an allegation of possible research misconduct has been reported, will not preclude or terminate the misconduct procedures. If the respondent, without admitting to the misconduct, elects to resign prior to the initiation of an inquiry, but after an allegation has been reported, or during an inquiry or investigation, the inquiry or investigation will proceed. If the respondent refuses to participate in the process after resignation, the committee will use its best efforts to reach a conclusion concerning the allegations, noting in its report the respondent's failure to cooperate and its effect on the committee's review of all the evidence.

Other Special Circumstances

At any time during the misconduct proceedings, Kean University will immediately notify ORI if any of the following circumstances arise:

1. Health or safety of the public is at risk, including an immediate need to protect human or animal subjects.
2. HHS resources or interests are threatened.
3. Research activities should be suspended.
4. There is reasonable indication of possible violations of civil or criminal law.
5. Federal action is required to protect the interests of those involved in the research misconduct proceeding.
6. HHS may need to take appropriate steps to safeguard evidence and protect the rights of those involved.

Records Retention

Kean University will maintain the institutional record and all sequestered evidence, including physical objects (regardless of whether the evidence is part of the institutional record), in a secure manner for seven years after the completion of the proceeding or the completion of any HHS proceeding, whichever is later, unless custody has been transferred to HHS.

Institutional Administrative Action

Kean University will take appropriate administrative actions against individuals when an allegation of misconduct has been substantiated. If the alleged misconduct is substantiated by the findings, the IDO will decide on the appropriate actions to be taken, after consultation with the RIO. The actions will be consistent with the University's policy on professional conduct and may include:

- Withdrawal or correction of all pending or published abstracts and papers emanating from the research where scientific misconduct was found.
- Removal of the responsible person from the particular project, letter of reprimand, special monitoring of future work, probation, suspension, salary reduction, or initiation of steps leading to possible rank reduction or termination of employment;
- Restitution of funds by the responsible parties as appropriate.

Kean University will take interim administrative actions, as appropriate, to protect Federal funds and ensure that the purposes of the Federal financial assistance are carried out.

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION APPROVING AND ADOPTING THE KEAN UNIVERSITY POLICY PROHIBITING
PARTICIPATION IN MALIGN FOREIGN TALENT RECRUITMENT PROGRAMS**

- WHEREAS: The Kean University Board of Trustees is responsible for approving policies that guide the operations of the University; and
- WHEREAS: Kean University is committed to upholding the integrity of the research it undertakes and produces as New Jersey's only urban research university and a Carnegie 2 designated research university; and
- WHEREAS: Directives from the federal government require the University to adopt certain policies and procedures that govern research and help to ensure its integrity; and
- WHEREAS: The Kean University Policy Prohibiting Participation in Malign Foreign Talent Recruitment Programs (MFTRPs) ensures compliance with federal mandates to protect the integrity of U.S. research from foreign interference by prohibiting participation in MFTRPs by all Kean University research personnel; and
- WHEREAS: Prohibition in MFTRPs by university research personnel and establishment of researcher and institutional responsibilities aligns with the CHIPS and Science Act of 2022, National Security Presidential Memorandum-33 (NSPM-33), and current Department of Defense (DoD) guidance; and
- WHEREAS: The proposed policy helps Kean University ensure rigorous ethical standards are in place to protect research integrity as well as meet federal requirements for disclosure and management of outside activities; and
- WHEREAS: University Counsel drafted the Kean University Policy Prohibiting Participation in Malign Foreign Talent Recruitment Programs (Attachment A) and recommends its adoption; and,
- WHEREAS: This policy applies all Kean University research personnel, which may include employees, faculty, students, visiting scholars, and/or affiliates who contribute to federally funded research or are designated as covered individuals under federal definitions; now, therefore, be it

RESOLVED: The Kean University Board of Trustees does hereby approve and adopt the attached Kean University Policy Prohibiting Participation in Malign Foreign Talent Recruitment Programs; and, be it further

RESOLVED: The Board directs the President and/or his designee to implement this policy and its procedures effective immediately and further provides the President and/or his designee with the authority to update this policy as needed to reflect changing federal or other edicts.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees



KEAN

POLICY PROHIBITING PARTICIPATION IN MALIGN FOREIGN TALENT RECRUITMENT PROGRAMS

Policy Statement

This policy prohibits participation in Malign Foreign Talent Recruitment Programs (MFTRPs) by all Kean University research personnel, which may include employees, faculty, students, visiting scholars, and/or affiliates who contribute to federally funded research or are designated as covered individuals under federal definitions.

Overview

This policy ensures compliance with federal mandates to protect the integrity of U.S. research from foreign interference. Prohibition in MFTRPs by university research personnel and establishment of researcher and institutional responsibilities aligns with the CHIPS and Science Act of 2022, National Security Presidential Memorandum-33 (NSPM-33), and current Department of Defense (DoD) guidance. The following definitions are derived from these federal regulations:

- **Foreign Talent Recruitment Program (FTRP):** Any effort organized, managed, or funded by a foreign government or entity to recruit science and technology professionals, offering compensation or benefits.
- **Malign Foreign Talent Recruitment Program (MFTRP):** A subset of FTRPs that:
 - Involve unethical or illegal activities such as unauthorized transfer of intellectual property or concealment of affiliations;
 - Are sponsored by a **foreign country of concern** (e.g., China, Iran, North Korea, Russia) or listed entities under Section 1286 of the FY2019 National Defense Authorization Act;
 - Include coercive or non-transparent terms, such as requiring secrecy, dual affiliations, or conflicting obligations.
- **Covered Individual:** Anyone who contributes meaningfully to the scientific development or execution of a federally funded research project, including principal investigators, co-investigators, and senior/key personnel.

Regulatory Framework

The CHIPS and Science Act of 2022 (Sections 10631–10638) requires federal research funding agencies (i.e. National Science Foundation, National Institutes of Health, Department of Energy) to establish policies that require “covered individuals” to disclose all participation in foreign talent recruitment programs and to certify at proposal, and annually for the duration of the award, that they are not a party to a malign foreign talent recruitment program and that institutions prohibit MFTRP participation, certify compliance by covered individuals, and maintain policies that distinguish between malign and legitimate international collaborations. *NSPM-33* requires covered institutions¹ to standardize disclosure of foreign affiliations, conflicts of interest/commitment, and participation in talent programs and mandates that institutions implement *Research Security Programs* including training, digital persistent identifiers, and information sharing. As of August 9, 2024, the *Department of Defense* will not fund institutions that lack a policy prohibiting MFTRP participation and fail to conduct risk-based reviews of research personnel and proposals.

On July 10, 2025, the National Science Foundation issued Important Notice No. 149 to Presidents of colleges/universities with its research security policy updates to align with the CHIPS and Science Act of 2022 and the NSRM-33 requirements.

Policy Requirements

A. Covered Individuals

Covered individuals are strictly prohibited from participating in any MFTRP. Participation in any FTRP must be disclosed and reviewed for compliance. All covered individuals must:

- Disclose all foreign affiliations and talent program participation during proposal submission and annually thereafter.
- Certify that they are not participating in an MFTRP as a condition of receiving federal research support.
- Comply with all sponsor policies and certifications regarding MFTRP as they are developed and implemented, and that disclosures must be true, complete, and accurate to the best of the covered individual's knowledge.

B. Institutional Responsibilities

Kean University prohibits participation in MFTRPs. Kean University will certify that covered individuals have been made aware of the requirements set forth in this policy. Kean University will implement mitigation strategies for past MFTRP involvement, including training, reporting, or removal from projects.

C. Exceptions

The following are not considered MFTRPs:

- Scholarly presentations or publications;
- Participation in open, reciprocal international research;

¹ Currently, Kean University is not a covered institution under NSPM-33. However, this policy is intended to comply with the requirements of NSPM-33 based on Important Notice No. 149 issued by the National Science Foundation on July 10, 2025.

- Academic awards (e.g., Fulbright, Nobel Prize);
- Sabbaticals or visiting scholar roles at reputable institutions [\[2\]](#).

Compliance

Violations of this policy may result in disciplinary action, including termination; removal from federally funded projects; and/or institutional ineligibility for federal research funding. Fraudulent statements or claims (including intentional omissions) in violation of this policy may result in criminal, civil, administrative or university penalties.

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION APPROVING AND ADOPTING THE KEAN UNIVERSITY POLICY ON
DISCLOSURE OF OTHER SUPPORT FOR RESEARCH**

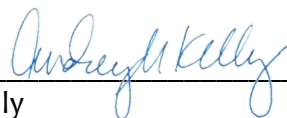
- WHEREAS: The Kean University Board of Trustees is responsible for approving policies that guide the operations of the University; and
- WHEREAS: Kean University is committed to upholding the integrity of the research it undertakes and produces as New Jersey's only urban research university and a Carnegie 2 designated research university; and
- WHEREAS: Directives from the federal government require the University to adopt certain policies and procedures that govern research and help to ensure its integrity; and
- WHEREAS: The Kean University Policy on Disclosure of Other Support for Research ensures the University maintains compliance with federal regulations, including 2 CFR Part 200 and agency-specific requirements (e.g., NIH, NSF, USDOE); and
- WHEREAS: This policy establishes institutional standards for the disclosure of other support, foreign components, and financial conflicts of interest by individuals involved in federally funded research; and
- WHEREAS: University Counsel drafted the Kean University Policy on Disclosure of Other Support for Research (Attachment A) and recommends its adoption; and,
- WHEREAS: This policy applies to all Kean University faculty, staff, and other personnel who are involved in the preparation, submission, or management of federally funded research proposals and awards; now, therefore, be it
- RESOLVED: The Kean University Board of Trustees does hereby approve and adopt the attached Kean University Policy on Disclosure of Other Support for Research; and, be it further
- RESOLVED: The Board directs the President and/or his designee to implement this policy and its procedures effective immediately and further provides the President and/or his designee with the authority to update this policy as needed to reflect changing federal or other edicts.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees



KEAN

POLICY ON DISCLOSURE OF OTHER SUPPORT FOR RESEARCH

Policy Statement

All individuals designated as senior/key personnel on federal research proposals and awards must disclose all sources of other support including (but not limited to) domestic and foreign research support, in-kind contributions (e.g., lab space, equipment, personnel), appointments and affiliations (paid or unpaid), other significant financial interests, and conflicts of interest. Disclosures must be made at the time of proposal submission, during Just-in-Time (JIT) processes, in annual and final progress reports to funding agencies, or whenever there is a significant change in support or affiliations.

Overview

To ensure Kean University maintains compliance with federal regulations, including 2 CFR Part 200 and agency-specific requirements (e.g., NIH, NSF, DoEd), this policy establishes institutional standards for the disclosure of other support, foreign components, and financial conflicts of interest by individuals involved in federally funded research. This policy applies to all Kean University faculty, staff, and other personnel who are involved in the preparation, submission, or management of federally funded research proposals and awards.

Definitions

- **Other support** (i.e. in-kind contributions) includes all resources made available to a researcher in support of and/or related to all of their research endeavors, regardless of whether they have monetary value or are based at the institution.
- **Foreign Components** are any significant scientific element or segment of a project outside of the United States.
- **Conflicts of interest** include financial interests that could directly and significantly affect the design, conduct, or reporting of federally funded research.

Regulatory Framework

Failure to properly disclose other support may result in administrative actions including suspension or termination of federal awards. 2 CFR § 200.113 requires mandatory disclosures of violations involving fraud, conflict of interest, bribery, or gratuity violations. NIH Policy (NOT-OD-21-110, NOT-OD-22-210, and NOT-OD-25-133) mandates full transparency regarding other

support, foreign components, and financial conflicts of interest. *NSF Policy* (PAPPG II.D.2.h(ii)) requires documentation of an individual's proposed and active projects and sources of support.

Disclosure of Other Support at Kean University

It is incumbent upon all investigators to provide complete and accurate disclosures. Departmental administrators may assist in collecting disclosures. The Office of Research and Sponsored Programs (ORSP) will assist investigators in submitting disclosures to the appropriate federal agency. To assist in this effort, ORSP staff will work with Investigators to complete all relevant disclosure forms during proposal development. Institutional officials review disclosures for completeness and potential conflicts. When potential conflicts are identified, they will be referred to the Conflict of Interest (COI) Committee for review and evaluation. Investigators must update disclosures annually and/or upon any material change. All Kean personnel subject to this policy must complete annual training on disclosure requirements as part of the responsible and ethical conduct of research course available via the CITI program.

Compliance

Failure to disclose other support exposes both the university and the researcher to penalties and sanctions such as the loss of research funding. Thus, it is important that faculty, staff, and other researchers understand their obligations under the regulations and take the requisite steps to comply. The penalties for violating the disclosure of this policy are detailed below.

A. University-Imposed Penalties for Non-Compliance

The investigator will cooperate with the relevant federal agencies to provide and update disclosures of outside support. The investigator will also provide ORSP and the Conflict of Interest (COI) Committee any information requested regarding support external to Kean University. If a plan to manage a potential conflict is required, ORSP will coordinate the process of developing an appropriate management plan in consultation with the investigator. Failure to comply with this policy can result in disciplinary action, up to and including termination.

B. Criminal, Civil, and Administrative Penalties

False, fictitious, or fraudulent statements or claims (including intentional omissions) in violation of this policy may result in university and sponsor administrative, civil, or criminal penalties.

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION AUTHORIZING A WAIVER OF PUBLIC ADVERTISING AND BIDDING
FOR PROFESSIONAL LEGAL SERVICES IN FY26**

WHEREAS: The New Jersey State College Restructuring Act of 1994 delegates to the Board of Trustees of state colleges and universities the authority to waive Public Advertising and Bidding within certain rules and regulations; and

WHEREAS: The Kean University Board of Trustees has considered several authorized requests for a Waiver of Public Advertising and Bidding for purchases, contracts and services; now, therefore, be it

RESOLVED: The Kean University Board of Trustees approves the request for a waiver of public advertising and bidding for the following legal services in FY26:

Legal Services

Rogut McCarthy LLC

Not to Exceed


\$250,000

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



 Audrey M. Kelly
 Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION ADOPTING A UNIVERSITY CENTRALIZED CASH MANAGEMENT AND
INVESTMENT POLICY FOR INVESTMENT PURPOSES**

WHEREAS: N.J.S.A. 18A:3B-6g states that the governing board of each public institution of higher education shall have the general power and duty “to invest and reinvest the funds of the institution;” and

WHEREAS: The Office of Financial Services at Kean University is responsible for the management of the University’s cash and investment portfolios; and

WHEREAS: The Office of Financial Services pursues the University’s investment options in compliance with the annually reviewed and approved University Centralized Cash Management and Investment Policy; now, therefore, be it

RESOLVED: The Kean University Board of Trustees approves the Office of Financial Services’ annual recommendations for a University Centralized Cash Management and Investment Policy; and, be it further

RESOLVED: The Kean University Board of Trustees hereby adopts the proposed Centralized Cash Management and Investment Policy effective October 1, 2025 to September 30, 2026, a copy of which is annexed hereto, incorporated herein and made a part of this Resolution; and, be it further

RESOLVED: The Kean University Board of Trustees authorizes the President, the CFO, and/or their authorized designees to implement the provisions of the Centralized Cash Management and Investment Policy.

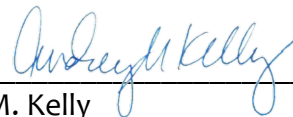
RESOLUTION
ADOPTED:

September 15, 2025

DULY

CERTIFIED:

September 15, 2025



Audrey M. Kelly

Executive Director to the Board of Trustees



KEAN UNIVERSITY

CENTRALIZED CASH MANAGEMENT AND INVESTMENT POLICY (“The Investment Policy”)

I. Purpose

The purpose this Investment Policy is to establish guidelines related to the investment objectives for the Kean University (the “University”) investment accounts. These investment accounts are for cash not needed for immediate operational expenses. Pooled funds not otherwise needed to meet the daily operational cash flow for the University can be invested in a conservative manner to earn a maximum income, yet still maintain sufficient liquidity to meet fluctuations in the flow of funds from revenues, tuition payments, and state appropriations. In addition, through cash flow forecasting, the University may determine that they have accumulated excess cash above the amount needed to cover their daily operational and periodic working capital cash flow needs. The accumulated pool of assets that is not intended for operating or working capital needs could be characterized as strategic cash. The strategic cash will be used for longer term liquidity needs beyond 1 year. Given the longer time horizon and lower liquidity needs, this cash pool could be invested in a broader set of investment opportunities,

The investment portfolio is not intended to be used for speculative purposes.

II. Definitions

Certificates of Deposit (CD)

A certificate of deposit is a promissory note issued by a bank. It is a time deposit that restricts holders from withdrawing funds on demand. Although it is still possible to withdraw the money, this action will often incur a penalty. A CD bears a maturity date, a specified fixed interest rate and can be issued in any denomination. CDs are generally issued by commercial banks and are insured by the FDIC. The term of a CD generally ranges from one month to five years.

Money Market Mutual Fund

An investment company or investment trust, which is registered with the Securities and Exchange Commission under the “Investment Company Act of 1940,” 15 U.S.C. 80a-1 et seq. and is 2a-7 compliant.

Local Government Investment Pool

An investment pool:

- a) which is managed in accordance with 17 C.F.R. 270.2a-7;

- b) which is rated in the highest category by a nationally recognized statistical rating organization;
- c) which is limited to U.S. Government securities that meet the definition of an eligible security pursuant to 17 C.F.R. 270.2a-7 and repurchase agreements that are collateralized by such U.S. Government securities;
- d) which is in compliance with rules adopted pursuant to the “Administrative Procedure Act,” P.L. 1969, c.410 (c.52:14B-1 et seq.) by the Local Finance Board of the Division of Local Government Services in the Department of Community Affairs, which rules shall provide for disclosure and reporting requirements, and other provisions deemed necessary by the Local Finance Board to provide for the safety, liquidity, and yield of the investments’
- e) which does not permit investments in instruments that are subject to high price volatility with changing market conditions; cannot reasonably be expected at the time of interest rate adjustment to have a market value that approximates their par value or utilize an index that does not support a stable net asset value; and
- f) which purchases and redeems investments directly from the issuer, government money market mutual fund, or the State of New Jersey Cash Management Fund, or through the use of a national or State bank located within this State, or through a broker-dealer which at the time of purchase or redemption has been registered continuously for a period of at least two years pursuant to section 9 of P.L. 1967 c.9 (C.49:3-56) and has at least \$25 million in capital stock or equivalent capitalization if not a corporation, surplus reserves for contingencies and undivided profits, or through a securities dealer who makes primary markets in U.S. Government securities and reports daily to the Federal Reserve Bank of New York its position in borrowing on such U.S. Government securities.

Money Market Instruments

Money market instruments are short term investments, usually with a maturity of less than one year. Generally they have a high degree of safety.

Repurchase Agreements

Repurchase Agreements are where two simultaneous transactions occur with one party purchasing securities from a second party and the second party agrees to repurchase at a certain price at an agreed upon rate of return.

State of New Jersey Cash Management Fund

The Division of Investment, Department of the Treasury, State of New Jersey (the “Division”) manages and invests certain assets of various funds, divisions, agencies and employees of the State of New Jersey in various groups of funds such as the Cash Management Fund. The State of New Jersey Cash Management Fund (the “Fund”) is available on a voluntary basis for investment by the State and certain “Other-than-State” participants. “Other-than-State” participants include counties, municipalities and school districts, and the agencies or authorities created by any of these entities, including the University. The Fund is considered to be an investment trust fund as defined in Governmental Accounting Standards Board (GASB) Statement No. 34. The operations of this Fund are governed by the provisions of State Investment Council Regulations for the purpose of determining authorized investments for the Fund. The Fund is not a legally separate entity within

the State of New Jersey; however, the assets managed by the Division are included in the financial statements of the State.

United States Treasury Securities

A United States Treasury security is a government debt issued by the United States Department of the Treasury through the Bureau of the Public Debt. Treasury securities are the debt financing instruments of the United States Federal government, and they are often referred to simply as Treasuries. There are four types of marketable treasury securities: Treasury bills, Treasury notes, Treasury bonds, and Treasury Inflation Protected Securities (TIPS). There are several types of non-marketable treasury securities including State and Local Government Series (SLGS), Government Account Series debt issued to government-managed trust funds, and savings bonds. All of the marketable Treasury securities are very liquid and are heavily traded on the secondary market. The non-marketable securities (such as savings bonds) are issued to subscribers and cannot be transferred through market sales.

Municipal Obligations

"Public authority" means any state or any political subdivision thereof, any authority, department, district, or commission, or any agency or instrumentality of any of the foregoing, or any agency or instrumentality of the Federal government, or a commission or other public body created by an Act of Congress or pursuant to a compact between any two or more states.

"Public authority revenue obligations" means any bonds or other interest-bearing obligations of a public authority, the principal and interest of which are by their terms payable from a specified revenue source.

"State and municipal general obligations" shall mean debt obligations of any state or any municipal or political subdivision thereof that are backed by the full faith and credit of the obligor.

Collateralized Notes (MBS/CMO/ABS)

"Collateralized notes and mortgages" mean securities fully collateralized by mortgage-backed securities, credit card receivables, automobile loans, home equity loans, bank loans, or other forms of receivables originated in the United States.

III. Investment Objectives for Working Capital Cash

Working Capital (1 and 12 months) is used on a less frequent basis for periodic payments that do not require same-daily liquidity.

Safety of Capital

Preservation of capital is regarded as the highest priority in the handling of University investments. All other investment objectives are secondary to the safety of capital. Each investment transaction shall seek to first ensure that capital losses are avoided, whether they be from security defaults or erosion of market value.

It is assumed that all investments will be suitable to be held to maturity. However, sale prior to maturity is warranted in some cases. For example, investments may be sold if the quality of an investment deteriorates or if the need to change the maturity structure of the portfolio arises.

Maintenance of Adequate Liquidity

The investment portfolio must be structured in such a manner that will provide sufficient liquidity to pay obligations such as normal operating expenses and debt service payments as they become due. These investments could be converted to cash prior to their maturities should the need for cash arise.

Return on Investments

The University seeks to optimize its income within the constraints of safety and liquidity. The portfolio strives to provide a stable return consistent with the investment policy. The cash portfolio rate of return will be compared with a weighted average of the returns of broad indices representing the maturity structure of the portfolio. These indices include but are not limited to the Merrill Lynch Global Bond Indices and the U.S. Treasuries Index.

IV. Delegation of Authority

The Investment Policy is prepared pursuant to the provisions of N.J.S.A. 18A:3B-6g, "To invest and reinvest the funds of the institution..." in order to set forth the basis for the Deposits ("Deposits") and Investments ("Investments") of certain public funds of the University pending the use of such for intended purposes.

By resolution, the University's Board of Trustees delegated investment authority to the President or his/her designee (the "Designated Official"). The Investment Policy is established to provide guidance in the management of the University's investment accounts in order to insure compliance with the laws of the State of New Jersey. The President or his/her Designated Official is accorded full discretion, within policy limits, to select individual investments and to diversify the portfolio by applying their own judgments concerning relative investment values.

V. Prudence and Ethical Standards

The standard to be used by the President or the Designated Official shall be the "prudent person" standard and shall be applied in the context of managing the overall portfolio. Persons performing the investment functions, acting in accordance with written policies and procedures, and exercising due diligence shall be relieved of personal responsibility for an individual security's credit risk or market price changes, provided deviations from expectations and appropriate recommendations to control adverse developments are reported in a timely fashion.

The "prudent person" standard is understood to mean:

"Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs,

not for speculation, but for investment, considering the probable safety of their capital as well as the probable income to be derived."

VI. Implementation of the Investment Policy

The President or his/her designee is authorized to execute all transactions for the investment portfolio.

- An investment manager hired by the University must be a Registered Investment Advisor as defined by the Securities and Exchange Commission under the Investment Advisor's Act of 1940 and be properly registered to provide investment advisory services in New Jersey.
- The investment manager must have five (5) years of experience in providing fixed income management services in an investment advisor capacity.
- The investment manager must be independent of any securities brokerage firm and any relationship between the investment manager and a securities brokerage firm must be fully disclosed.
- The investment manager must act with a fiduciary responsibility and obligation to the University's objectives and interests and will act solely on the University's behalf.

If an investment falls out of compliance within this investment policy, the investment manager must notify the University within 48 hours with a recommendation to bring the portfolio back into compliance. The University may choose to exempt any individual investment from compliance to prevent realizing a loss from the sale of a security.

VII. Designation of Depositories and Assessment and Depository Criteria

The following banks and financial institutions as set forth in Schedule A are hereby designated as official depositories for the deposit of all University funds referred to in the Investment Policy. All banks and financial institutions listed in Schedule A must adhere to and abide by the assessment and depository criteria established by the Federal Deposit Insurance Corporation and the New Jersey Department of Banking and Insurance as set forth in Schedule B.

VIII. Authorized Investment Instruments for Working Capital Cash Portfolio

The Designated Official is hereby authorized to invest the public funds covered by this Investment Policy in any of the following permitted investments:

1. Bonds or other obligations of the United States of America or obligations guaranteed by the United States of America;
2. Money market mutual funds;
3. Certificates of deposit and other evidences of deposit at financial institutions;

4. Any obligation that a federal agency or a federal instrumentality has issued in accordance with an act of Congress;
5. Local government investment pools;
6. Deposits with the State of New Jersey Cash Management Fund established pursuant to section 1 of P.L. 1977, c.281, (C.52:18A – 90.4); or
7. Agreements for the repurchase of fully collateralized securities if:
 1. The underlying securities are U.S. Government Securities;
 2. The custody of collateral is transferred to a third party;
 3. The maturity of the agreement is not more than 30 days;
 4. The underlying securities are purchased through a public depository as defined in section 1 of P.L. 1970, c.236 (C.17:9 – 41); and
 5. A master repurchase agreement providing for the custody and security of collateral is executed.
8. Municipal Bonds, both taxable and tax-exempt; Obligations issued or guaranteed by any state, territory or possession of the United States, political subdivision, public authority, agency board, instrumentality, or other unit of local government of any U.S. state or territory.
9. Commercial Paper (CP) including Asset-Backed Commercial paper (ABCP);
10. Asset-Backed Securities (ABS); N.J.S.A. §17:16-19.1 Definitions Collateralized Notes
11. U.S. Federal Agency Mortgage-Backed Securities (MBS, CMOs and CMBS); N.J.S.A. §17:16-19.1 Definitions Collateralized Notes
12. Corporate Obligations issued by U.S. domestic corporations and U.S. dollar denominated issues of foreign corporations.
13. Short Duration Fixed Income Funds that invest primarily in the acceptable investments above

IX. Investment Parameters for Working Capital Cash Portfolio

Credit Quality

At time of purchase, securities must have a minimum rating as indicated below or the equivalent by at least two Nationally Recognized Statistical Rating Organizations (NRSROs) even if carrying lower ratings by other NRSROs. For taxable and tax-free municipal securities the obligor must be rated in the rating category listed below by at least one NRSRO. For pre-refunded municipal obligations without a rating, the government rating will apply.

Minimum Short-Term Rating	A-2/P-2/F2
Minimum Long-Term Rating	Baa2/BBB/BBB
Minimum Asset-Backed Securities rating*	A/A2

*The portfolio may be invested up to 30% in securities which carry short-term ratings of A-2/P-2/F2 and long-term ratings of Baa2/BBB/BBB.

Diversification and Maturity Parameters

Sector Type	Sector Max ⁶ (%)	Issuer Max (%) ¹	Maximum Maturity
US Treasury	100%	N/A	3 Yrs 3 mos
Federal Agency	50%	N/A	3 Yrs 3 mos
Agency MBS and CMO's	50%		3 Yrs 3 mos (WAL) ²
Corporate Notes	80% ³	5% ³	3 Yrs 3 mos
Commercial Paper	50%	5% ³	397 days
Negotiable CDs	50%	5%	397 days
Repurchase Agreements	10%	5%	30 days
Money Market Funds ⁴	100%	25%	N/A
NJ Cash Management Fund	50%	N/A	N/A
Muni's(tax-exempt and taxable)	25%	5%	5 Yrs
Asset-backed securities/	30%	5%	3 Yrs 3 mos (WAL) ²
Short Duration Fixed Income Funds ⁵	100%	N/A	N/A
¹ At time of purchase			
² WAL(weighted average life) used in lieu of final stated maturity. At time of purchase.			
³ Up to 30% of the portfolio may be invested in corporate bonds and commercial paper combined which carry short-term ratings of A-2/P-2/F-2 and long-term ratings of BBB/Baa2/BBB. Securities in this rating category are limited up to 5% per issuer at time of purchase.			
⁴ 2a-7 compliant money market funds only			
⁵ Up to 15% of any Fixed Income Fund(s) may be invested in sub-investment grade securities.			
⁶ Sector Max references maximum allocation of the total investment portfolio			

- limiting investments to avoid over-concentration in securities from a specific issuer or business sector (excluding U.S. Treasury and U.S. Federal Agency securities);
- limiting investment in securities that have higher credit risks;
- reinvesting in securities with varying maturities; and
- continuously investing a portion of the portfolio in readily available funds such as demand deposit accounts, local government investment pools, money market funds, or overnight

repurchase agreements to ensure that appropriate liquidity is maintained in order to meet ongoing obligations.

Maximum Maturities

To the fullest extent possible, the University shall attempt to match its investments with anticipated cash flow requirements. Unless matched to a specific cash flow, the University will not directly invest in securities maturing more than three (3) years and three (3) months from the date of purchase. The University shall adopt weighted average life (WAL) limitations consistent with the investment objectives. WAL for any individual security shall be compliant at time of purchase.

Because of inherent difficulties in accurately forecasting cash flow requirements, a portion of the portfolio should be continuously invested in readily available funds such as local government investment pools, money market funds, or demand deposit accounts to ensure that appropriate liquidity is maintained to meet ongoing obligations.

Benchmark

The Working Capital Cash portfolio shall be benchmarked to the Bloomberg U.S. Corporate 0-3 year index.

X. Investment Guidelines for Strategic Cash Portfolio

The strategic cash is excess funds that will be used for longer term liquidity needs (beyond 1 year). Given the longer time horizon lower liquidity needs, this cash could be invested in a broader set of investment opportunities.

Investment Objective:

The primary objective of the strategic cash portfolio is to provide an appropriate total return, subject to the risk considerations and other portfolio constraints outlined below. To meet the goals of the fund, the portfolio should earn over a 5-year horizon a return above cash rates commensurate with the volatility.

Liquidity:

It is expected that significant portions of the strategic cash portfolio could be withdrawn annually. The portfolio shall be invested in asset classes for which a readily tradeable market exists.

Asset Allocation:

The following broad asset classes are acceptable for inclusion and shall be bounded by the following ranges:

Asset Class	Lower Bound	Upper Bound
Global equities	0%	40%
Investment grade bonds	0%	20%

High yield bonds	0%	20%
Emerging market bonds	0%	15%
Sovereign bonds	0%	80%
Inflation-linked bonds	0%	20%
Commodities	0%	20%
Alternative risk premium	0%	25%

It is understood that market movements could cause the portfolio's asset mix to fall outside of these ranges. The portfolio shall be rebalanced monthly or upon any significant contribution to, or distribution from, the fund.

As the managers views on future performance of asset classes change, the manager is permitted to make tactical adjustments to asset allocation, subject to the minimum and maximum allocations set forth in the table of ranges above.

Each assets class within a Strategic cash portfolio will serve a purpose in achieving the following objectives:

- 1) Growth of investment principal through exposure to economic growth:
 - Global equities
 - High yield bonds
 - Investment grade bonds
 - Emerging market bonds
- 2) Protect investment principal through declines in economic growth:
 - Developed country sovereign bonds
 - Investment grade bonds
- 3) Protect investment principal from increases in inflation
 - Inflation-linked bonds
 - Commodities
- 4) Diversifying returns from non-macroeconomic return sources
 - Alternative risk premium

RESTRICTIONS & LIMITATIONS

The strategic cash portfolio should be well diversified across macroeconomic risks of growth, rates and inflation. It should also be diversified across asset class, geography, and security.

1. Restricted Transactions: all investments must have a readily ascertainable market value, and must be readily marketable.
2. Equities: Domestic common and convertible preferred stocks and ADR's should be listed on a major U.S. stock exchange or traded in the over-the-counter market with the

requirement that such stocks have adequate market liquidity relative to the size of the investment. International equity investments are expected to trade on developed exchanges without liquidity or marketability restrictions. It is recognized that investments in emerging markets may have liquidity and marketability constraints. Equity investments shall be diversified across geographies. The following limits are placed on the investment within the equity asset class.

- Investments in any single country, except for the U.S, shall be limited to 50%.
 - Investments in the Emerging Markets shall be limited to 40%.
 - Investments in non-Large Cap equity shall be limited to 30%.
3. Fixed Income: In general, fixed income securities are to be composed of obligations issued or guaranteed by the developed sovereign governments or their agencies, state and local governments, or debt issued by corporations. Securitized credit securities may be utilized including asset-backed securities, mortgage-backed securities and , commercial mortgage-backed securities and other securitized assets.
- Within the Sovereign Bond asset class, holdings are limited to investment grade obligations of developed countries, or their agencies, and state and local governments.
 - Within the Investment Grade corporate asset class, holdings of BBB-rated securities shall be limited to 30%.
 - Within the High Yield bond asset class, holdings shall have an average rating of B2 (Moody's) / B (Standard & Poors) or higher.
 - Within the Emerging Market Bond asset class, holdings of non-USD denominated debt are limited to 50%.
4. Concentration by Issuer: Investments in any one issuer shall be limited to 5% of the assets in each of the asset classes above (e.g. global equities, investment grade bonds, high yield bonds, etc) and/or 5% of the issuer's outstanding shares at the time of purchase. Securities issued or guaranteed by developed sovereign governments, their agencies or instrumentalities are not subject to this limitation.
5. Commingled Investments: Investments in commingled accounts, such as exchange traded funds (ETFs), mutual funds, private placement funds and other pooled vehicles are permitted provided that the investment guidelines and restrictions of the commingled account are in substantial conformance with these guidelines.
6. Derivative Instruments: Futures, forwards, swaps, options may be used to gain exposure, hedge, rebalance, and tactically tilt the portfolio.

PERFORMANCE EVALUATION

Investment returns shall be reported monthly and a complete performance report shall be issued quarterly.

XI. Safekeeping Custody Payment and Acknowledgment of Receipt of Investment Policy

To the extent that any Deposit or permitted Investment as identified in Section VIII of the Policy involves a document or security which is not physically held by Kean University, then such instrument or security shall be covered by a custodial agreement with an independent third party which shall be a bank or financial institution in the State of New Jersey. Such institution shall provide for the designation of such investments in the name of Kean University to assure that there is no unauthorized use of the funds or the permitted Investments or Deposits. Purchase of any permitted Investments that involve securities shall be executed by a “delivery versus payment” method to insure that such permitted Investments are either received by the University or by a third party custodian prior to or upon the release of University funds.

To ensure that all parties with whom the University deals either by way of Deposits or permitted Investments are aware of the authority and the limits set forth in this Investment Policy, all such parties shall be supplied with a copy of this Investment Policy and all such parties shall acknowledge the receipt of that Policy in writing, a copy shall be on file with the Designated Official.

XII. Reporting Requirements

A report of investment fund balances shall be submitted by the President or Designated Official to the University’s Board of Trustees annually.

XIII. Approval and Term of Investment Policy

The Investment Policy shall be formally approved and adopted by the University’s Board of Trustees and reviewed annually.

The effective date for the Investment Policy is October 1, 2025 to September 30, 2026. Attached to the Investment Policy as Schedule C is a resolution of the Board of Trustees approving this Policy for such period of time.

The Investment Policy may be amended from time to time. To the extent that any amendment is adopted by the Board of Trustees, the Designated Official is directed to supply copies of the amendments to all of the parties identified in Section X of the Policy who otherwise have received the copy of the originally approved Investment Policy, which amendment shall be acknowledged in writing in the same manner as the original Investment Policy was so acknowledged.

XIV. Downgrades and Additional Policy Exceptions

The investment manager must notify the client in a timely manner of downgrades of any holdings below their specified ratings criteria and provide their recommended action based on

their credit review/analysis. All other policy exceptions must be communicated by the investment manager in a timely manner and must be approved by the client.

SCHEDULE A1

**KEAN UNIVERSITY
CENTRALIZED CASH MANAGEMENT AND INVESTMENT POLICY**

**DESIGNATION OF AUTHORIZED DEPOSITORIES
AS OF NOVEMBER 2020**

- Banco Popular
- Bank of America, N.A.
- Capital One Bank
- Citibank, N.A.
- Columbia Bank
- Connect One Bank (formerly known as Union Center National Bank)
- Enterprise National Bank
- First State Bank
- Haven Savings Bank
- HillTop Community Bank
- HSBC Bank, N.A.
- Hudson City Savings Bank
- Invest Financial Corporation
- Investors Bank
- JP Morgan Chase Bank, N.A.
- Kearny Federal Savings Bank
- Legacy Treasury Direct (U.S. Department of the Treasury)
- Lusitania Saving Bank, FSB
- Millennium BcpBank, N.A.
- New Jersey Cash Management Fund
- New York Community Bank
- Northfield Bank
- OceanFirst Bank
- Peapack-Gladstone Bank
- PNC Bank, N.A.
- RBS Citizens Bank
- Roselle Savings Bank
- RSI Bank
- Somerset Hills Bank
- Sovereign Bank
- Spencer Savings Bank, SLA
- TD Bank, N.A. The Bank of New York Mellon
- The Provident Bank
- Two River Community Bank
- Union County Savings Bank
- Unity Bank
- Valley National Bank
- Wells Fargo Bank

SCHEDULE B**KEAN UNIVERSITY
CENTRALIZED CASH MANAGEMENT AND INVESTMENT POLICY****ASSESSMENT AND DEPOSITORY CRITERIA****Federal Deposit Insurance Corporation**

The Federal Deposit Insurance Corporation (FDIC) is an independent agency of the United States government that protects the funds depositors place in banks and savings associations. FDIC insurance is backed by the full faith and credit of the United States government.

FDIC insurance covers all deposit accounts, including checking and savings accounts, money market deposit account and certificates of deposit. FDIC insurance does not cover other financial products and services that banks may offer, such as stocks, bonds, mutual fund shares, life insurance policies, annuities or securities.

The standard insurance amount is \$250,000 per depositor, per insured bank, for each account ownership category.

On February 8, 2006, the President signed The Federal Deposit Insurance Reform Act (the Reform Act) into law. The Reform Act merged the Bank Insurance Fund (BIF) and the Saving Association Insurance Fund (SAIF) into a new fund called the Deposit Insurance Fund (DIF). This change was made effective March 31, 2006.

On July 21, 2010, the President signed the Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank Act) into law. Regarding the DIF balance, the Dodd-Frank Act provides the following:

- Establishes a minimum Designated Reserve Ratio (DRR) of 1.35 percent of estimated insured deposits or the comparable percentage of the new assessment base, average consolidated total assets minus average tangible equity.
- If the reserve ratio fall below 1.35 percent, or the FDIC projects that the reserve ratio will, within 6 months, fall below 1.35 percent, the FDIC generally must adopt a restoration plan that provides that the DIF will return to 1.35 percent within 8 years.
- Notwithstanding that 8 year requirement, however, the FDIC must take steps as necessary for the reserve ratio to reach 1.35 percent of estimated insured deposits by September 30, 2020.
- The FDIC must offset the effect on small institutions (less than \$10 billion in assets) of the requirement that the reserve ratio reach 1.35 percent by September 30, 2020, rather than 1.15 percent by the end of 2016.
- If the reserve ratio exceeds 1.5 percent, the FDIC must dividend to DIF members the amount above the amount necessary to maintain the DIF at 1.5 percent, but the FDIC Board of Directors may, in its sole discretion, suspend or limit the declaration of payment of dividends.

- For at least five years, the FDIC must make available to the public the reserve ratio and the DRR using both estimated insured deposits and the new assessment base.

Source: The Federal Deposit Insurance Corporation

New Jersey Department of Banking and Insurance

The New Jersey Department of Banking and Insurance, Division of Banking, regulates state-chartered banks, savings banks, savings and loan institutions, and credit unions, and may take enforcement action against these institutions in the event any violations of banking law or regulations are found. The Division of Banking has no jurisdiction with respect to federally-chartered financial institutions. Federally-chartered financial institutions are regulated by various federal agencies depending on the banking classification of the financial institution.

The Division of Banking maintains a listing of financial institutions with offices in New Jersey, including addresses, phone numbers, holding company names (where applicable), and links to the institution and primary regulator web sites. The Division also provides current updates with regard to enforcement activity, including bank closings, through their web page.

In order to become a state-chartered commercial bank or savings bank in New Jersey, all applicants must meet the requirements set forth in ***NJAC 3:1-2.2 et seq.*** and ***NJSA 17.9A-1 et seq.***

NJAC 3:1-2.2a Requires a Certificate of Incorporation

1. Feasibility study/Three (3) year deposit projections
2. Three (3) year pro forma balance sheet and income statement showing projected breakeven
3. Interagency biographical financial data (See FDIC form) ***and*** Police checks (@ \$18.00) for all incorporators, directors and officers (should be a bank check, attorney or consultant check made payable to the "Division of State Police-SBI")
4. Filing fee \$15,000, non-refundable
5. Indicia of title
6. Copy of application to be filed with the FDIC, if the applicant has applied for a charter that includes the authority to accept deposits. When the final application is filed with the FDIC a copy shall be simultaneously transmitted to the Department.
7. Director code of conduct
8. Affiliated person application, if necessary
9. Business plan (See Interagency charter application)
10. Fingerprint cards if **not** FDIC insured

NJAC 3:1-2.5 Notice/publication

2.7 Objectors, if applicable

2.18 For the first three (3) years after issuance of the certificate of authority, the depository shall maintain a tier I capital to asset ratio, as ratio is defined in 12 CFR 325.2(k), that is at least 8% of the bank's total assets. They must also maintain a fully funded reserve.

2.19a Minimum Capital Requirements

- Commercial or Savings bank minimum capital \$6,000,000 (par value \$2.00 minimum)
- Limited Purpose Trust Company minimum capital \$2,000,000 (\$2.00 par value minimum)
- Failed bank minimum capital \$5,000,000 or 6% of deposits.

2.19b Incorporators subscribe for 25% of stock

2.19d No individual subscribe for in excess of 24.9% of stock

2.19e No company subscribe for in excess of 24.9% of stock, unless holding company

Certificate of incorporation must include the following.

For a Commercial Bank:

NJSA 17:9A-3A	Seven (7) or more persons to incorporate a commercial bank
17:9A-4C	Surplus has to equal 20% of capital stock
17:9A-5	Reserve for organization expense 5% of capital stock
17:9A-6A	Capital stock has to have a <i>minimum</i> \$2.00 par value

For a Savings Bank:

NJSA 17:9A-7	Nine (9) or more persons to incorporate a savings bank
17:9A-8.3	Needs a surplus and reserve for organization expense of 20% and 5%, respectively, of capital stock. Capital stock has to have a <i>minimum</i> \$2.00 par value

Source: New Jersey Department of Banking and Insurance

SCHEDULE C

KEAN UNIVERSITY UNION, NEW JERSEY

RESOLUTION ADOPTING A UNIVERSITY CENTRALIZED CASH MANAGEMENT AND INVESTMENT POLICY FOR INVESTMENT PURPOSES

- WHEREAS: N.J.S.A. 18A:3B-6g states that the governing board of each public institution of higher education shall have the general power and duty "to invest and reinvest the funds of the institution;" and
- WHEREAS: The Office of Financial Services at Kean University is responsible for the management of the University's cash and investment portfolios; and
- WHEREAS: The Office of Financial Services pursues the University's investment options in compliance with annually reviewed and approved University Centralized Cash Management and Investment Policy; now, therefore, be it
- RESOLVED: That the Kean University Board of Trustees approves the Office of Financial Services' annual recommendations for a University Centralized Cash Management and Investment Policy; and be it further
- RESOLVED: That the Kean University Board of Trustees hereby adopts the proposed Centralized Cash Management and Investment Policy effective October 1, 2025 to September 30, 2026, a copy of which is annexed hereto, incorporated herein and made a part of this Resolution; and be it further
- RESOLVED: That the Kean University Board of Trustees authorizes the President, and/or his authorized designees to implement the provisions of the Centralized Cash Management and Investment Policy.
- RESOLUTION
ADOPTED: September 15, 2025
- DULY
CERTIFIED: September 15, 2025

Audrey M. Kelly
Executive Director to the Board of Trustees

Schedule D

Approved Funds:

Cash Tier (I, II, or III)	Fund Name	Investment Manager
Tier I	Government Money Market Fund	Allspring Global Investments
Tier II	Conservative Income Fund	Allspring Global Investments
Tier III	Ultra Short-Term Income Fund	Allspring Global Investments

Investment Manager Approach to ESG and Sustainability Investing

Allspring Global Investments philosophy, policies, and processes are built around delivering on client and community expectations in a responsible and sustainable way. Environmental, social, and governance (ESG) issues and other considerations that extend beyond traditional financial statement analysis have long been a component of how their portfolio management teams evaluate investment opportunities. They believe that integrating an analysis of ESG issues into the investment processes enhances their ability to manage risk more comprehensively and generate sustainable long-term returns for clients.

Allspring Global can see the world is changing rapidly —in part due to systemic trends such as climate change and the transition to a low carbon economy, widening income inequality, changing demographics, regulatory shifts, and rapid technological change. Applying an ESG and climate lens to investment analysis helps the investment manager evaluate these changes and their saliency to risk and return, especially on a forward-looking basis, as financial markets react.

The firm is committed to effective stewardship of the assets they manage on behalf of their clients. To them, good stewardship reflects responsible, active ownership. It encompasses both engaging with investee companies and voting proxies in a manner that they believe will maximize the long-term value of their investments, including a focus on important sustainability issues. As active owners and credit investors, the firm's stewardship efforts focus on achieving two outcomes:

- Improving corporate disclosures and transparency to benefit investment decision-making
- Driving improvement in corporate operating, financial, and sustainability performance to maximize long-term risk-adjusted returns for clients and provide value to other stakeholders more broadly

In simple terms, ESG integration is crucial to risk management and highlights important issues that may be mispriced. Combined with serving as responsible stewards of the assets Allspring manage, they believe ESG integration ultimately leads to better outcomes for their clients.

ESG Application for Fixed Income:

Allspring believe that ESG analysis helps improve their understanding of risk, and their analysts have long considered ESG issues as part of ex-ante fundamental credit research, especially governance issues and management quality. Allspring's Global Fixed Income Research (GFIR) team is at the heart of the fixed-income platform. Teams using credit research draw upon this resource to provide insight and analysis for a wide range of global issuers. The GFIR's rigorous, proprietary research incorporates a comprehensive analysis of quantitative and qualitative factors, including catalysts, drivers of change, ESG, and climate risk exposure and management of these risks through their in-house risk assessment framework, ESGiQ, and other processes.

Independent risk management:

As active managers, Allspring believes companies that perform poorly on material ESG issues demonstrate higher downside risk that is generally unrewarded in achieving long-term risk-adjusted returns. To empower their investment teams, Allspring Investment Analytics (IA) group incorporates ESG research and analysis into their independent risk management functions, providing proprietary tools and services that help portfolio managers more fully understand the ESG and climate risk profiles of investments.

Additional information on Allspring's approach to ESG and Sustainability can be found at [Sustainable Investing - Insights - Allspring Global Investments](#)

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION AUTHORIZING THE ELIMINATION OF OUT-OF-STATE TUITION RATES
FOR ALL KEAN STUDENTS IN FALL 2026**

- WHEREAS: The Kean University Board of Trustees has been given the responsibility for establishing tuition and fees under the Higher Education Restructuring Act of 1994; and
- WHEREAS: The Kean University Board of Trustees must consider and act upon recommendations for the modification of tuition and fees; and
- WHEREAS: Kean University is committed to providing both opportunity and excellence to its student body by providing access to world-class faculty, facilities and services; and
- WHEREAS: The Board of Trustees, in setting the tuition and fee rates annually, recognizes the University's ongoing commitment to keep the promise of higher education accessible to those who want and need it most; and
- WHEREAS: Kean University continues to pursue new avenues to enrollment that keep higher education accessible and Kean competitive; and
- WHEREAS: Several New Jersey universities have adopted tuition policies for students that charge one tuition rate regardless of state or nation of residency; and
- WHEREAS: The University piloted a regional recruitment initiative this summer designed to attract more students to Kean University from surrounding states by offering students from New York, Delaware, Pennsylvania, Maryland, Washington, D.C., and Virginia the tuition rate currently charged for students who reside in New Jersey; and
- WHEREAS: The EVP for Academic and Administrative Operations and the Finance Department, in conjunction with Enrollment Management, now recommend that a more universal approach to standardized tuition rates should be embraced early in the recruitment process for Fall 2026, and the University President agrees; and
- WHEREAS: The EVP for Academic and Administrative Operations and the Finance Department presented their proposal to eliminate out of state tuition rates for all students effective Fall 2026 to the Board's Finance Committee, and said committee recommends such action to the full Board; now, therefore, be it

RESOLVED: The Board authorizes the administration to eliminate all out of state tuition rates for students effective Fall 2026; and, be it further

RESOLVED: The Board of Trustees authorizes change effective Fall 2026, and notes it will apply to both new and existing students who hail from areas outside of New Jersey and currently pay out-of-state tuition rates; and, be it further


RESOLVED: The Board directs the President and/or his designee to take all steps necessary to effectuate the terms of this resolution, and to report back to the Board annually on the progress and impact of this initiative at its annual June Finance Committee meeting.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION AUTHORIZING A REDUCED TUITION PILOT PROGRAM FOR
SUMMER 2026 TRAVELEARNS TO WENZHOU-KEAN UNIVERSITY**

- WHEREAS: Students in higher education institutions around the world must learn how to manage and succeed in today's global environment; and
- WHEREAS: The mission of Kean University is to provide all students with access to excellence in higher education by supporting, among other things, opportunities to engage in global studies and global experiences; and
- WHEREAS: Kean University students, many of whom are the first in their families to attend college, desire to pursue study abroad opportunities at institutions around the globe but often are limited in these pursuits because the cost is prohibitive; and
- WHEREAS: Kean University is the only American public university with a full-fledged campus offering in China, where Wenzhou-Kean University (WKU) operates as an English-language higher education experience; and
- WHEREAS: A summer pilot program that reduces costs for Travelearns to WKU will make study abroad at WKU more accessible and attainable for Kean students as well as students at partner universities by providing a reduced tuition rate for students to take advantage of during their summer break; and
- WHEREAS: Such a program will support students with engaging in international experiential learning, help build their resumes and positively contribute to retention and timely graduation; and
- WHEREAS: This pilot program can serve as a recruitment bridge with Kean's closest institutional partners if extended to undergraduate students from New Jersey City University (NJCU) and Ocean County College (OCC) to experience the KU/WKU Travelearn programs at a reduced summer rate; now, therefore be it
- RESOLVED: The Kean University Board of Trustees hereby authorizes the President to offer a reduced tuition rate of \$218 per credit plus fees to undergraduate students from NJCU, OCC and Kean University who meet the eligibility criteria required to participate in the KUSA/WKU Summer Travelearn pilot program during the summer 2026; and, be it further

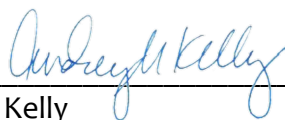
RESOLVED: The Board of Trustees does hereby authorize the President and/or his designee to take all steps necessary to implement the pilot program hereby authorized.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

RESOLUTION AUTHORIZING KEAN UNIVERSITY TO SUBMIT A GRANT APPLICATION TO THE SECRETARY OF HIGHER EDUCATION FOR GRANT FUNDING UNDER THE SUMMER 2025 CYCLE OF THE HIGHER EDUCATION CAPITAL FACILITIES PROGRAM FOR THE PURPOSE OF PROVIDING FUNDING FOR ONE OR MORE PROJECTS OF THE INSTITUTION AND AUTHORIZING ALL OTHER NECESSARY ACTIONS REQUIRED IN CONNECTION THEREWITH

Adopted: September 15, 2025

- WHEREAS:** On August 11, 2025, the Office of the Secretary of Higher Education (the “Secretary”) released a solicitation for grant funding (the “Summer 2025 Cycle”) under the Higher Education Capital Improvement Fund Act, N.J.S.A. 18A:72A-72 et seq. (“CIF Act”) and under the Higher Education Facilities Trust Fund Act, N.J.S.A. 18A:72A-49 et seq. (“HEFT Act”) (collectively, the “Higher Education Capital Facilities Program”); and
- WHEREAS:** The purpose of the Capital Improvement Fund (“CIF”) grant program is to provide grants to New Jersey’s four-year public and private institutions of higher education for the cost, or a portion of the cost, of the renewal, renovation, improvement, expansion, construction, and reconstruction of facilities and technology infrastructure. “Renewal and renovation” means “making the changes necessary to address deferred capital maintenance needs, to meet all [State of New Jersey] and federal health, safety, fire, and building code standards, or to provide a safe and appropriate educational or working environment” (N.J.S.A. 18A:72A-75); and
- WHEREAS:** The purpose of the Higher Education Facilities Trust Fund (“HEFT”) grant program is to provide grants to New Jersey’s public and private institutions of higher education for the cost, or a portion of the cost, of the construction, reconstruction, development, extension, and/or improvement of instructional, laboratory, communication, and research facilities (N.J.S.A. 18A:72A-52); and
- WHEREAS:** Pursuant to the CIF grant program, the CIF grants are expected to be funded from the proceeds of tax-exempt bonds (the “CIF Bonds”) to be issued by the New Jersey Educational Facilities Authority (the “Authority”) pursuant to the CIF Act; and
- WHEREAS:** Pursuant to the HEFT grant program, the HEFT grants are expected to be funded from the proceeds of tax-exempt bonds (the “HEFT Bonds”, and, together with the CIF Bonds, the “Tax-Exempt Bonds”) to be issued by the Authority pursuant to the HEFT Act; and
- WHEREAS:** The deadline to submit a grant application (the “Grant Application”) for funding under the Summer 2025 Cycle of the Higher Education Capital Facilities Program is September 22, 2025; and

- WHEREAS:** Pursuant to N.J.S.A. 18A:72A-77(a), “the governing board of a four-year public or private institution of higher education may determine, by resolution, to apply for a grant from CIF. Upon adoption of the resolution, the board shall file an application with the [S]ecretary, which application shall include a complete description of the project to be financed and an identification of any additional sources of revenue to be used”; and
- WHEREAS:** Pursuant to N.J.S.A. 18A:72A-54(a), “the governing board of a public or private institution of higher education may determine, by resolution, to apply for a grant from HEFT. Upon adoption of the resolution, the board shall file an application with the Secretary of Higher Education, which application shall include a complete description of the project to be financed and an identification of any additional sources of revenue to be used”; and
- WHEREAS:** The Board of Trustees (the “Board”) of Kean University (the “Institution”) desires to approve the submission and form of a Grant Application to the Secretary for funding under the Higher Education Capital Facilities Program for the projects (each, a “Project” and collectively, the “Projects”) described on **Exhibit A** attached hereto (“**Exhibit A**”). Words used in the singular shall include the plural and vice versa, as the context may require; and
- WHEREAS:** The Board further desires to designate and authorize officers of the Institution to take all necessary and desirable actions to (i) submit to the Secretary a Grant Application for the purpose of providing funding for the Projects, (ii) obtain such other sources of financing for such Projects as may be necessary to complete such Projects, (iii) execute and deliver grant agreement(s) and such other documents and instruments as may be required to implement the grant funding, and (iv) undertake and implement the Projects; and
- WHEREAS:** The Board desires to approve the aggregate costs of the Projects paid and/or financed through all sources in an amount not to exceed the total amount set forth on **Exhibit A** with respect to such Projects; and
- WHEREAS:** The Board reasonably expects to reimburse expenditures for costs of the Projects paid by the Institution prior to the issuance by the Authority of the Tax-Exempt Bonds; and
- WHEREAS:** If a Project or a portion of a Project is eligible for funding from both the CIF and HEFT grant programs, the Secretary has discretion to approve funding for said Project or portion of said Project from a different grant program than which the Institution applied for funding; and
- WHEREAS:** The Board desires to authorize the Authorized Officers (as defined below) of the Institution to accept grant funding for the Projects from either of the Capital Facilities Grant Programs and to make the certifications and commitments

necessary to qualify the Projects for said grant funding from either of the Capital Facilities Grant Programs; and

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF (INSERT INSTITUTION NAME) AS FOLLOWS:

SECTION 1. The recitals set forth above are incorporated herein by reference as if set forth at length herein.

SECTION 2. The Board hereby authorizes the undertaking of the Projects described on **Exhibit A** attached hereto; approves the aggregate cost of such Projects, to be paid and/or financed through all sources in an aggregate amount not to exceed the total amount set forth on **Exhibit A** with respect to such Projects; authorizes the financing of all or any portion of the Projects with Tax-Exempt Bonds, commercial loans and other funds available to the Institution, as necessary and as further described in **Exhibit A**; acknowledges that should additional funding be needed to complete the Projects, such funding will be the responsibility of the Institution; and authorizes the submission and form of a Grant Application to the Secretary of Higher Education for grant funding of the Projects under the Summer 2025 Cycle of the Higher Education Capital Facilities Program.

SECTION 3. A. CIF Grant Program

With respect to any Project that receives funding pursuant to the CIF grant program, in accordance with N.J.A.C. 9A:12-1.3(e):

- the Board hereby certifies that the Institution has an up-to-date long-range facilities plan approved by the Board that includes provisions to address deferred maintenance and other capital renewal requirements and the Board hereby pledges to use the CIF grant to advance that plan; and
- the Board commits to maintaining the capital improvement project funded by the CIF grant; and
- the Board certifies that the Institution will use the CIF grant funds for renewal or renovation of instructional, laboratory, communication, research, and/or administrative facilities, or for improvement, expansion, construction, and reconstruction of instructional, laboratory, communication, and research facilities, or technology infrastructure if the criteria found at N.J.A.C. 9A:12-1.3(d) are met; and
- the Board commits to paying the Institution's required share of the debt service on the CIF Bonds issued to fund the CIF grant (one-third of the debt service on the CIF Bonds if the Institution is a public institution or one-half of the debt service on the CIF Bonds if the Institution is a private institution).

B. HEFT Grant Program

With respect to any Project that receives funding pursuant to the HEFT grant program, in accordance with N.J.A.C. 9A:15-1.3(b):

- the Board hereby certifies that the Institution has an up-to-date long-range facilities plan approved by the Board that includes provisions to address deferred maintenance and other capital renewal requirements and the Board hereby pledges to use the HEFT grant to advance that plan; and
- the Board commits to maintaining the facilities project funded by the HEFT grant; and
- the Board certifies that the Institution will use the HEFT grant funds for the cost, or a portion of the cost, of the construction, reconstruction, development, extension, or improvement of instructional, laboratory, communication, and research facilities.

SECTION 4. This Resolution is a declaration of the official intent of the Institution that the Institution reasonably expects and intends to reimburse expenditures for costs of the Projects paid prior to the issuance of the Authority's Tax-Exempt Bonds ("Applicable Tax-Exempt Debt") in accordance with Treasury Regulation Section 1.150-2 and that the maximum principal amount of the Applicable Tax-Exempt Debt expected to be issued to finance costs of the Projects, including amounts used to reimburse expenditures for such costs paid prior to the issuance of the Applicable Tax-Exempt Debt is \$20,000,000.

SECTION 5. The Authorized Officers (as set forth in **Exhibit B** attached hereto) (each an "Authorized Officer") are each hereby authorized and directed to take all necessary and desirable action to submit to the Secretary a Grant Application for the purpose of providing funding for the Projects, to approve, execute and deliver any and all agreements necessary, including but not limited to grant agreements, to undertake, implement and finance the Projects, and to approve, execute and deliver any and all other financing documents and instruments in the form approved by the Authorized Officers executing the same in the name of and on behalf of the Institution, in as many counterparts as may be necessary, and to affix or impress the official seal of the Institution thereon and to attest the same, and such execution and attestation will be conclusive evidence of the approval of the form and content of such agreements and other documents and instruments necessary to undertake, implement and finance the Projects and to pay financing costs including through the financing thereof. The Authorized Officers are further authorized and directed to do and perform such other acts and to take such other actions as may be necessary or required, or which may be deemed to be appropriate, to implement the purposes of this Resolution to undertake, implement and finance the Projects and to provide for the payment and/or repayment of the financing costs thereof.

SECTION 6. The Board hereby authorizes the Authorized Officers to accept grant funding for the Projects as may be awarded to the Institution as a result of participating in the Summer 2025 Cycle.

SECTION 7. All resolutions, orders and other actions of the Board in conflict with the provisions of this Resolution to the extent of such conflict are hereby superseded, repealed or revoked.


SECTION 8. This Resolution shall take effect immediately; and be it further resolved that no further approvals by the Board are necessary to implement this Resolution.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

EXHIBIT A**PROJECT DESCRIPTION (tbd)****A. Project Description:**

B. Grant Request:

Amount of CIF Grant Request \$ _____

Amount of HEFT Grant Request \$ _____

Total Amount of Grant Request \$ _____

C. Total Amount of Institutional Funds to be Provided (if any) \$ _____**D. Total Cost of Project** \$ _____

EXHIBIT B

AUTHORIZED OFFICERS OF KEAN UNIVERSITY

Dr. Michael Salvatore, Executive Vice President for Academic and Administrative
Operations

Steven Remotti, Vice President for Campus Planning

Orley Wainberg, Vice President for Finance

Jennifer Strahan, Associate Vice President for Finance, Budget Officer

Audrey M. Kelly, Chief of Staff and Board Executive Director

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION APPROVING THE WAIVER OF PUBLIC ADVERTISING AND BIDDING
FOR PROFESSIONAL SERVICES IN FY26**

WHEREAS: The New Jersey State College Restructuring Act of 1994, signed by Governor Whitman, delegates to the Board of Trustees of state colleges and universities the authority to waive Public Advertising and Bidding within certain rules and regulations; and

WHEREAS: The Kean University Board of Trustees has considered several requests for a Waiver of Public Advertising and Bidding for certain purchases, contracts and services; now, therefore, be it

RESOLVED: The Kean University Board of Trustees approves the following request for the waiver of Public Advertising and Bidding for a contract related to professional energy savings services in FY26:

Professional Services

Cenergistic

Not to Exceed

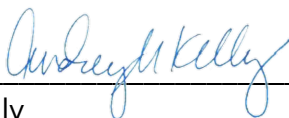
\$595,000

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION AUTHORIZING THE WAIVER OF PUBLIC ADVERTISING AND BIDDING
FOR INFORMATION TECHNOLOGY IN FY26**

WHEREAS: The New Jersey State College Restructuring Act of 1994 delegates to the Board of Trustees of state colleges and universities the authority to waive Public Advertising and Bidding within certain rules and regulations; and

WHEREAS: The Kean University Board of Trustees has considered several authorized requests for a Waiver of Public Advertising and Bidding for certain purchases, contracts and services in FY26; now, therefore, be it

RESOLVED: The Kean University Board of Trustees approves the following requests for a waiver of Public Advertising and Bidding in FY26 for information technology services:

Information Technology

Richard Loalbo, LLC
Robert Ferrilli LLC

Not to Exceed


\$600,000 (two-year, fy26-27)
\$125,000

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

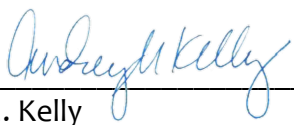
**RESOLUTION NAMING THE UNIVERSITY'S CHILD CARE CENTER
"THE BETTY C. ELROD COBB '75 CENTER FOR EARLY CHILDHOOD EDUCATION"
IN HONOR OF HER CAREER AND HER FAMILY'S GENEROSITY**

- WHEREAS: Kean University works diligently to provide students, many of whom are the first in their families to attend college, with access to an affordable, world-class education; and
- WHEREAS: Kean University is one of New Jersey's most affordable, comprehensive universities thanks in large part to the generosity of donors who support scholarship funds for Kean students; and
- WHEREAS: Kean University began as one of New Jersey's first teacher colleges and built a reputation it still enjoys today as one of the best producers of teachers in the region; and
- WHEREAS: Betty C. Elrod Cobb, class of 1975, was one of those remarkable teachers who graduated from Kean and went on to dedicate more than 40 years of her life to early childhood education in the Newark school system; and
- WHEREAS: In recognition of Betty C. Elrod Cobb's devotion to teaching and the importance of early childhood education, her daughter Ms. Karla Elrod pledged significant support for an endowed professorship in the College of Education that bears name of her mother Betty C. Elrod Cobb; and
- WHEREAS: This gift honors her mother's legacy by providing significant support to enhance faculty research within the College of Education and takes place at a time when Kean celebrates the University Child Care Center's 50th anniversary; and
- WHEREAS: In recognition of Karla Elrod's generosity to Kean University and its students, the Board of Trustees, wishes to name the childcare center to honor Betty C. Elrod Cobb's legacy; now, therefore, be it
- RESOLVED: The Kean University Board of Trustees expresses its sincere gratitude to Ms. Karla Elrod for her generosity; and, be it further

RESOLVED: The Board of Trustees, in compliance with its naming guidelines, does hereby authorize the University to honor the legacy of Betty C. Elrod Cobb '75 by naming the University's childcare center the **"Betty C. Elrod Cobb '75 Center for Early Childhood Education."**

RESOLUTION
ADOPTED: September 15, 2025

DULY
CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

RESOLUTION APPROVING INTERNAL AUDIT AREAS FOR REVIEW IN FY26

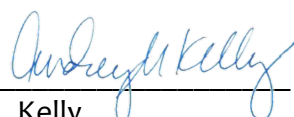
- WHEREAS: The Board of Trustees of Kean University, through its Audit Committee, is responsible for overseeing the adequacy of internal controls, risk management, and compliance with applicable laws and regulations; and
- WHEREAS: The University has engaged CohnReznick Advisory, LLC (“CohnReznick”) to perform internal audit services on behalf of the Board; and
- WHEREAS: CohnReznick has completed a comprehensive risk assessment of the University’s operations and proposed a five-year internal audit plan to guide ongoing review and oversight activities; and
- WHEREAS: The Audit Committee has reviewed and discussed with CohnReznick and University management the proposed areas for internal audit review during Fiscal Year 2026; now, therefore, be it
- RESOLVED: The Board of Trustees of Kean University hereby approves the following areas for internal audit review by CohnReznick during Fiscal Year 2026:
- 1) Data Governance – policies, procedures, and controls over institutional data management and security
 - 2) Research Pre-Award – compliance, approvals, and internal controls over proposal development and submission processes
 - 3) Research Post-Award – oversight of sponsored project administration, financial compliance, and reporting obligations
- and, be it further
- RESOLVED: The Audit Committee shall receive periodic reports from CohnReznick regarding the results of these reviews and any recommendations for remediation action; and, be it further
- RESOLVED: The Audit Committee may approve additional or revised areas of review during the fiscal year, as may be warranted by emerging risks or regulatory requirements.

RESOLUTION

APPROVED: September 15, 2025

DULY

CERTIFIED: September 15, 2025

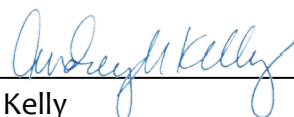


Audrey M. Kelly
Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION OF THE BOARD OF TRUSTEES AUTHORIZING THE CREATION OF A CERTIFICATE
PROGRAM IN CYBERSECURITY RISK MANAGEMENT**

- WHEREAS: The Board of Trustees charges the President and his administration with pursuing and developing both innovative and strategic programs that serve the University's mission and address the educational, economic, and strategic needs of the region; and
- WHEREAS: A Certificate Program in Cybersecurity Risk Management fits well with the University's mission of providing professional education and development, community services, and enhancement of our diverse, metropolitan environment; and
- WHEREAS: The new certificate program would add to the popular portfolio of in-demand certifications currently provided through Kean's Department of Criminal Justice. It also aligns with Elevate: Kean's Strategic Plan for 2025-2030, which emphasizes initiatives that combine technology with human ingenuity; and
- WHEREAS: Cybersecurity Risk Management students will develop foundational information security, cybersecurity, and risk analysis skills, including cyber threat intelligence, that foster greater awareness of cybercrime breach concerns; and
- WHEREAS: Students also will be competitive applicants for positions in for-profit, non-profit, government, government agencies, law enforcement, and public administration organizations that require cybersecurity, risk management and analysis, information security, and knowledge of frameworks and administrative compliance requirements and procedures; now, therefore, be it
- RESOLVED: The Board of Trustees approves the creation of a certificate program in Cybersecurity Risk Management in the Department of Criminal Justice as described in the program document; and, be it further
- RESOLVED: The Board of Trustees authorizes the President and/or his designee to take the steps necessary to support the proposed program launch in Fall 2026.
- RESOLUTION
ADOPTED: September 15, 2025
- DULY
CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

KEAN UNIVERSITY
Union, New Jersey

Non-Degree Undergraduate Certificate Program:
Cybersecurity Risk Management

A. Title Page

Non-Degree Undergraduate Certificate Program:
Cybersecurity Risk Management

Department offering Program Options:
Department of Criminal Justice
College of Business and Public Management
Kean University, Union, NJ 07083

Proposed Date of Implementation: Fall 2026

Date of Document Submission
March 2025



**Non-Degree Undergraduate Certificate Program:
Cybersecurity Risk Management**

B. Description, Objectives, and Student Learning Outcomes for the Academic Program

Kean University's Criminal Justice online certificates are aimed at providing law enforcement, government, business, non-profit, and risk management professionals with the skills and expertise needed to meet the challenges of today's technological world. This 12-credit online certificate program will be taught by the same faculty and thought leaders who teach in the Bachelor of Arts Criminal Justice program.

Cybersecurity Risk Management students will develop foundational information security, cybersecurity, and risk analysis skills, including cyber threat intelligence, that foster greater awareness of cybercrime breach concerns. In addition, students will be competitive applicants for positions in for-profit, non-profit, government, government agencies, law enforcement, and public administration organizations that require cybersecurity, risk management and analysis, information security, and knowledge of frameworks and administrative compliance requirements and procedures.

The Cybersecurity Risk Management Certificate requires completion of the following four courses for a total of 12 credits:

CJ2630	Foundations in Cybersecurity
CJ3710	Cyber Policy
CJ3750	Cyber Risk Management
CJ3760	Firewalls and Secure Computing Enterprise

Course Level Student Learning Outcomes

- A. Demonstrate an understanding of the historical relevance and evolution of the internet and cybercrime
- B. Analyze cybercrime classifications and scale of internet offenses
- C. Demonstrate an understanding for technological fears and legislative innovations associated with hackers
- D. Understanding the concerns with cyberterrorism; including political concerns, hacktivism, and internet attacks
- E. Demonstrate an understanding of growing concerns related to internet piracy and cyberfraud
- F. Understand concepts associated with cyber security, cyber terminology, and police efforts for combating cybercrimes

C. In the Case of a New Certificate Program Mandated by the State of New Jersey: Approval Documentation from the New Jersey Department of Education

Yes, this is needed

D. Content of the Academic Program

The Cybersecurity Risk Management Certificate requires completion of the following four courses for a total of 12 credits:

CJ2630	Foundations in Cybersecurity
CJ3710	Cyber Policy
CJ3750	Cyber Risk Management
CJ3760	Firewalls and Secure Computing Enterprise

E. Administrative Structure

The Cybersecurity Risk Management certificate will be under the Department of Criminal Justice.

F. Impact Statement Developed with Appropriate Dean(s)- Include Dean'(s) Signature

By introducing the Cybersecurity Risk Management certificate, there is the potential for increasing our enrollment numbers.



Cybersecurity Risk Management Certificate – Curriculum Sheet

Student Name _____

Student ID Number _____

Anticipated Date of Graduation _____

Required Courses	Credits	Semester Completed	Grade
CJ 2630 Foundations in Cybersecurity	3		
CJ 3710 Cyber Policy	3		
CJ 3750 Cyber Risk Management	3		
CJ 3760 Firewalls and Secure Computing Enterprise	3		

_____ Date _____

Department Chairperson Signature

_____ Date _____

Student Signature

Department of Criminal Justice and Public Affairs
Department Vote for New Program Curriculum
Approvals for Non-Degree Certificate Program: Cybersecurity Risk Management

Majority vote: 4

Program Names

<u>Master of Public Administration</u>	
Total Vote	
Yes	4
Yes w/ edits	0
No	0
Abstain	0
Absent	0

Last Name	First Name	email	Yes	Yes w / edits	No	Abstain	Initials	Date
Lateano	Thomas	tlateano@kean.edu	X				TL	2/25/25
Yun	Jung Ah (Claire)	jyun@kean.edu	X				JY	2/25/25
Dao	Ngoc	ndao@kean.edu	X				ND	2/25/25
McManimon	Patrick	pmcmanim@kean.edu	X				PM	2/25/25

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION BY THE BOARD OF TRUSTEES HONORING PROFESSOR LINDA O'SHEA
AND BESTOWING THE APPOINTMENT OF PROFESSOR EMERITA**

- WHEREAS: Professor Linda O'Shea served as a respected member of the Kean University faculty for more than 25 years, many building and leading the University's award-winning Interior Design program; and
- WHEREAS: Professor O'Shea's exceptional breadth of knowledge, precise teaching methods, and deep understanding of student learning styles created an extraordinary educational environment in the Robert Busch School of Design and beyond, consistently delivering remarkable outcomes; and
- WHEREAS: Professor O'Shea's scholarship includes important contributions to the dialog of interior design and architecture and its role in safety and security. Fairchild Publishing (2009) released her textbook titled Design and Security in the Built Environment, which became an integral part of design pedagogy within the studio setting; and
- WHEREAS: In recognition of her success as an educator and leader, Professor O'Shea also has served as a reviewer for IDEC international conferences, as well as the tenure and promotion materials for many interior design faculty across the country; and
- WHEREAS: Professor O'Shea led the Interior Design program's efforts to achieve accreditation by the Council for Interior Design Accreditation (CIDA) in 1999 and, for several decades, Kean was the only CIDA accredited program in New Jersey; and
- WHEREAS: Professor O'Shea excelled most with her students, who consistently recognized her as one of the Kean's best. She received the 2013 Presidential Award for Distinguished Teaching Award and was named Kean Alumni Association 2018 Teacher of the Year; and
- WHEREAS: Professor O'Shea has fulfilled all requirements for designation as Professor Emerita upon retirement; now, therefore, be it

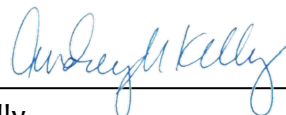
RESOLVED: The Kean University Board of Trustees does congratulate Professor Linda O'Shea and does bestow upon her the designation of Professor Emerita of Kean University.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION BY THE BOARD OF TRUSTEES HONORING PROFESSOR PATRICK IPPOLITO
AND BESTOWING THE APPOINTMENT OF PROFESSOR EMERITUS**

- WHEREAS: For an incredible 60 years, Professor Patrick Ippolito has made outstanding contributions to the academic and administrative operations of Kean University; and
- WHEREAS: Professor Ippolito has served seven University presidents in various roles throughout the years, always willing assisting with translating ideas and agendas into positive action and opportunity on campus; and
- WHEREAS: As a respected member of the Kean University faculty, Professor Ippolito devoted much of his time to mentoring students, supporting fellow faculty members, and contributing his talents to the broader Kean community; and,
- WHEREAS: Professor Ippolito served both as Dean of Students and as Vice President for Student Affairs at Kean over a period spanning more than 20 years; and
- WHEREAS: Professor Ippolito also played key roles in the expansion of the University campus in Union Township, leading efforts to the secure the former Pingry School which is now the University's East Campus and home to the Enlow Recital Hall among other stellar initiatives; and
- WHEREAS: Professor Ippolito also played a key role in the development of Kean's early athletics programs, leading the committee that started development of Kean's athletic facilities and adding new sports programs during his time overseeing the department; and
- WHEREAS: As a faculty member in the College of Education for 23 years, Professor Ippolito championed student needs and served as chair of the University Senate and numerous task forces; and
- WHEREAS: Professor Ippolito has fulfilled all requirements for designation as Professor Emeritus upon retirement; now, therefore, be it

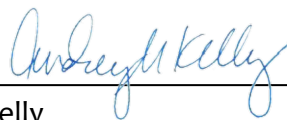
RESOLVED: The Kean University Board of Trustees does thank Professor Patrick Ippolito for his remarkable years of service to Kean, congratulate him on his retirement, and does bestow upon him the designation of Professor Emeritus of Kean University.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION BY THE BOARD OF TRUSTEES HONORING DR. THOMAS WALSH
AND BESTOWING THE APPOINTMENT OF PROFESSOR EMERITUS**

- WHEREAS: Dr. Thomas Walsh has been a respected member of the Kean University community for more than 25 years, serving as a mentor for students, staff members and faculty alike; and,
- WHEREAS: Dr. Thomas Walsh served the University with distinction; he was a stellar teacher and a devoted colleague; and
- WHEREAS: Dr. Thomas Walsh demonstrated expertise in both Praxis preparation for students—with a record number of years of 100% passing—and in his contributions in the field of mathematics education; and
- WHEREAS: Dr. Thomas Walsh's support went beyond the classroom, as he served as the guide and resource for numerous student organization including Alpha Epsilon Lambda (Graduate Honor Society), the Newman Club, and the Veterans Organization; and
- WHEREAS: Dr. Thomas Walsh's scholarly contributions include presentations at regional and national conferences, as well as multiple widely used mathematics preparation books; and
- WHEREAS: Dr. Thomas Walsh has fulfilled all requirements for designation as Professor Emeritus upon retirement; now, therefore, be it
- RESOLVED: The Kean University Board of Trustees does congratulate Dr. Thomas Walsh and does bestow upon him the designation of Professor Emeritus of Kean University.
- RESOLUTION
ADOPTED: September 15, 2025
- DULY
CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION AUTHORIZING THE WAIVER OF PUBLIC ADVERTISING AND BIDDING
FOR STUDENT CONTRACTS FOR CTSO-DECA/FBLA/HOSA IN FY26**

WHEREAS: The New Jersey State College Restructuring Act of 1994, signed by Governor Whitman, delegates to the Boards of Trustees of state colleges and universities the authority to waive Public Advertising and Bidding provided certain rules and regulations are followed; and

WHEREAS: The Kean University Board of Trustees has considered several appropriate requests for the Waiver of Public Advertising and Bidding related to certain purchases, contracts and services; now, therefore, be it

RESOLVED: The Kean University Board of Trustees approves the waiver of Public Advertising and Bidding for the following contracts for student events via CTSO-DECA/FBLA/HOSA in FY26:

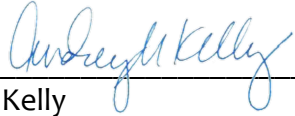
<u>Student Contracts, DECA, Inc.</u>	<u>Not to Exceed</u>
Renaissance Hotel Operating Gp.	\$525,000
Bravo Hotel Operating Gp.	\$225,000

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



 Audrey M. Kelly
 Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION UPDATING AND ADOPTING THE KEAN UNIVERSITY
STANDARD GRADE POLICY**

- WHEREAS: The Kean University Board of Trustees is responsible for approving policies that guide the operations of the University; and
- WHEREAS: Kean University embraces the importance of ensuring that students who enroll in college are provided with both the guidance and the supports needed to succeed; and
- WHEREAS: Kean University also recognizes that policies must be in place to guide decision-making with regards to grading to ensure students and faculty share an understanding of how performance is measured; and
- WHEREAS: Currently there is no official undergraduate or graduate grading scale at Kean to translate numerical grades to letter grades, which is problematic because inconsistency makes it difficult to collect and analyze data reliably; and
- WHEREAS: The lack of a standard grade scale that includes numeric values creates inequitable pass/fail policies; it also can confuse students as they move between different courses, divisions and departments; and
- WHEREAS: The Provost and the Division of Academic Affairs are recommending a Standard Grade Policy that includes numeric translations be adopted by the Board of Trustees for all Kean students effective Fall 2026; and
- WHEREAS: The Academic Policy and Programs Committee of the Board reviewed and discussed the proposed changes and recommends the full board adopt the Standard Grade Policy incorporating numeric translations annexed hereto (Attachment A); now, therefore, be it
- RESOLVED: The Kean University Board of Trustees does hereby adopt the Kean University Standard Grade Policy (Attachment A); and, be it further
- RESOLVED: The Board directs the President and/or his designee to take the steps necessary to implement the standard grade policy effective Fall 2026.
- RESOLUTION
ADOPTED: September 15, 2025

DULY
CERTIFIED:

September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

Policy Recommendation: Undergraduate and Graduate Standard Grading Scale for Kean University

DRAFT April 23, 2025

FROM: Currently, there is no official undergraduate or graduate grading scale at Kean to translate numerical to letter grades. This is problematic because this inconsistency makes it difficult to collect and analyze data reliably, and the lack of a standard grade scale creates inequitable pass/fail policies. It is also confusing for students as they move between different courses, divisions and departments. In addition, the Learning Management System (LMS), currently *Canvas*, automatically populates with a grade scale that does not match our official set of final grades. The last time the Kean Grading system was updated was in Fall 1990—see below and [linked here](#).

Current Undergraduate and Graduate Numerical Grade Scale for End-of-Course Final Grades: Grading System

The letter grading system listed below was effective beginning with the Fall 1990 semester.

The student’s academic standing in every course is reported at the end of each semester by a letter grade.

A	Excellent
A-	
B+	
B	Good
B-	
C+	
C	Fair
D	Poor
F	Fail
P	Pass (Pass/Fail option, supplemental university instruction credit courses and developmental courses)
S	Satisfactory (Student teaching and related field experience)*
No credit is granted for the following:	
F	Fail
U	Fail (Pass/Fail option, student teaching and related field experience,* supplemental university instruction credit courses and developmental courses)

IN	Incomplete Work
IP	Incomplete Work (Pass/Fail)
IC	Incomplete Work (CG/NC)
W	Withdrawn
AU	Audit
R()	Repeated grade
NA	Never Attended
NR	No Record

*Student teaching is graded as “S” or “U.” Credits for student teaching are not used in computing the cumulative grade point average.

TO: A standard grade scale is proposed to clarify numerical and quality points for each letter grade at the undergraduate and graduate level. This does NOT impact what “passing” score is set by individual programs or majors; it simply sets out what each letter grade means in a standardized fashion. This does NOT impact how instructors calculate points for assignments.

The student’s academic standing in every course is reported at the end of each semester by a letter grade. The following table lists the grades that are used at Kean University and shows how they are calculated to determine the grade point average (GPA), or index. These equivalencies are consistent with universities across the United States.

Proposed Undergraduate and Graduate Numerical Grade Scale for End-of-Course Final Grades:

Grade	Percentage	Quality Point	Performance
A	93.0-100	4.0	Excellent (A, A-)
A-	90.0-92.9	3.7	
B+	87.0-89.9	3.3	Good (B+, B, B-)
B	83.0-86.9	3.0	
B-	80.0-82.9	2.7	
C+	77.0-79.9	2.3	Fair (C+, C)
C	70.0-76.9	2.0	
D*	60.0-69.9	1.0	Poor (D)
F	< 60.0	0.0	Fail (No Credit Granted)

***Grades of D are NOT awarded at the graduate level**

Undergraduate and Graduate Non-Numerical Grading System*:

Grade	Description
P/U	Pass/Fail (Student teaching and related field experience, supplemental university instruction credit courses and developmental courses)
S/U	Satisfactory (Student teaching and related field experience)

*These marks are not used in the calculation of a student's term or cumulative GPA

These additional categories are used in special circumstances:

Grade	Description
IN	Incomplete Work (Must submit an Incomplete Contract form with a current date/expiration date)
IP	Incomplete Work (For courses graded on a Pass/Fail scale)
IC	Incomplete Work (For courses graded on a Credit Granted (CG)/No Credit (NC) scale)
W	Withdrawn
AU	Audit
R	Repeated grade
X	Indicates Academic Amnesty granted, where courses and grades no longer count toward the academic program (see Academic Amnesty for additional information).
CG	Credit Granted

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION UPDATING AND ADOPTING THE KEAN UNIVERSITY
INCOMPLETE GRADE POLICY**

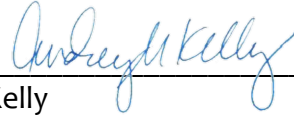
- WHEREAS: The Kean University Board of Trustees is responsible for approving policies that guide the operation of the University; and
- WHEREAS: Kean University embraces the importance of ensuring that students who enroll in college are provided with both the guidance and the supports needed to succeed; and
- WHEREAS: Kean University also recognizes that policies must be in place to guide decision-making with regards to grading to ensure students and faculty share an understanding of how performance is measured; and
- WHEREAS: The University's current Incomplete Grade Policy provides an unequal amount of time for a student to submit missing work (students requesting incompletes in the spring semester gain three summer months to complete the work while those in the fall semester do not); and
- WHEREAS: The current policy does not require signatures from the department chair or College Dean, and the use of such signatures would help ensure judicious use and oversight in granting the IN grade; and
- WHEREAS: The Provost and the Division of Academic Affairs are recommending updates to Kean's Incomplete Grade Policy that clarify procedures and authorizations, standardize timelines for all students, and establish request forms; and
- WHEREAS: The Academic Policy and Programs Committee of the Board reviewed and discussed the proposed changes and recommends the full board adopt the updated Incomplete Grade Policy annexed hereto (Attachment A); now, therefore, be it
- RESOLVED: The Kean University Board of Trustees does hereby adopt the new Kean University Incomplete Policy (Attachment A); and, be it further
- RESOLVED: The Board directs the President and/or his designee to take the steps necessary to implement the standard grade policy effective immediately.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

Policy Recommendation: Incomplete Policy (Update) Kean University

[April 22, 2025]

FROM: The current incomplete policy provides an unequal amount of time for a student to submit missing work (students requesting incompletes in the spring semester gain the 3 months of summer). It also does not require a signature from the department Chair/Director and College Dean during the request process for a grade of Incomplete; this added step will ensure judicious use and oversight of the granting of the IN grade.

TO: New Policy outlined below, and new forms: 1 for request for Incomplete Grade, and 1 for the removal of an incomplete grade.

Last updated: 4/22/2025

Responsible Office: Academic Affairs

Definition: The grade of “Incomplete” (IN, IP, IC) can be used, subject to the guidelines laid out below, at the discretion of the instructor when a student has not completed the required coursework due to documented, extreme, exceptional circumstances. The IN grade signifies that a final grade is being withheld until the required work is completed and approved. This grade option may not be applicable in all courses, such as independent studies, special-topics courses, and those with a lab/studio component.

Procedure: The following steps are required for issuing an IN grade:

- 1) Prior to the submission of grades at the end of the semester, the student must discuss with the instructor whether an IN grade is appropriate.
- 2) The student must complete a Request for Incomplete Grade and Contract Form, available from the Registrar's Office.
- 3) The student must send their completed form to the instructor of the course.
- 4) The course instructor must sign the form and forward it to the department chair/director for approval.
- 5) Upon approval from the chair, the course instructor may record an IN grade for the student. (The IN grade may not be entered without a fully executed Incomplete Grade and Contract Form.)

Conditions for Receiving an IN Grade: Students may be eligible for a grade of IN in cases where there is evidence that the student has completed a substantial portion of work in a course, but has been unable to take the final examination or to complete a limited amount of assigned work due near the end of the semester. Excessive absence or low grades alone cannot constitute the reason for an incomplete. Students must have completed at least 50% of assignments with a grade of C or better and are current on all assignments and coursework through the 11th week of a full semester or completed 75% of a summer or winter session course. Class attendance in subsequent semesters may not be required by

the instructor as a condition for removal of the incomplete grade. In the case of substantial missed work due to certain other circumstances, students should consult additional resources/policies:

- **Health:** Students missing work due to medical situations should consider a [Health Absence](#) from Student Health Services or petition the college dean to be withdrawn from all courses.
- **Deployment:** Students deployed mid-semester should consult the [FAQs and Guidelines on Deployment](#) from the Center for Veteran Student Success.
- **Bereavement:** Students experiencing loss should consult the Bereavement Policy and consider a [wellness absence](#) from the Kean Wellness Center and consider contacting the [Kean Counseling Center](#) for support.

Assigning a grade of Incomplete: It is the responsibility of the student to initiate a request for a grade of incomplete by contacting the instructor of the course, discussing the reasons for the incomplete grade, and filling out the form “Conditions for an Incomplete Grade and Its Removal.” The instructor of the course must receive this request prior to the submission of grades at the end of the semester. If no such request is received or if the instructor judges the request unacceptable, an appropriate semester grade shall be submitted based upon the student’s attainment of the stated goals of the course.

The instructor has discretion to decide whether the student’s circumstances warrant a grade of IN inside of the guidelines detailed here; the instructor is not required to provide an IN grade.

A grade of IN is not a passing grade, and so courses cannot count as meeting a prerequisite until the incomplete work is satisfied.

Removal of an IN Grade: IN grades should be completed within 10 weeks of the conclusion of the semester or session. For an IN grade to be removed and a new grade to be assessed, students are responsible for completing their work before the date established on the Incomplete contract.

This timeline does not apply to graduating students; incomplete grades must be completed no later than two weeks after the graduation date. Example: For May degree candidates, incomplete grades must be completed no later than two weeks after the May ceremony; for January and August candidates, no later than the end of the month of graduation.

Note that instructors must extend the time (under Course Properties) that the Canvas course is to remain open in order for the student to be able to review recorded sessions and access course materials.

When the student has made up the assignment(s) or taken the examination on time, the instructor forwards a Change of Grade form for action by the program director/department chairperson and the college dean. The dean then transmits the form to the Office of the Registrar for processing the grade change. If the student has not completed the work according to schedule, the instructor reports as the final grade for the semester the grade recorded in the fully executed contract. The final grade must be submitted to the Office of the Registrar before the degree is posted to the student’s record. Once the degree has been posted, the academic record is frozen, and no changes are permitted.

Request for an Incomplete Grade and Contract Form

Instructor:
Semester:
Program/School:
Student:
ID:
Class Level:
Course*Section #:
Course Title:

Reason for Incomplete (include attachment if needed—medical documentation should not be included for confidentiality/privacy reasons):	Other Incompletes being requested: <div style="display: flex; justify-content: space-between;"> Course* Section # </div>
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* Students are strongly encouraged to discuss incomplete prerequisite courses with their faculty advisor and establish a completion deadline prior to the next semester or delay progress to the next course until the following term.

Plan for Removal of Incomplete (specification of work to be completed, include attachments if needed):

Instructors must extend the time (under Course Properties) that the Canvas course is to remain open for the student to be able to review recorded sessions and access course materials.

Date by which work must be completed: _____

(This date must be within 10 weeks of the conclusion of the semester or session.)

Grade to be recorded if work is not completed satisfactorily by date specified above:

Undergraduate grade: Choose an item.

Graduate grade: Choose an item.

Note: Failure to specify a grade above will result in an “F”, “U”, or “NC” being entered if work is not completed by deadline indicated.

Student Signature and Date:

Instructor Signature and Date:

Department Chair/Executive Director Signature and Date:

or Attach Kean/Wenzhou-Kean Email confirmation.

Copies to: Program Director/Chairperson/Coordinator, Instructor and Student

For more information about an Incomplete, please see the Kean University Undergraduate or Graduate Catalog.

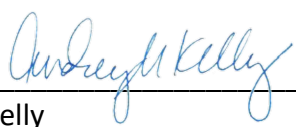
Revised by the Academic Standards & Policies Committee 3.21.25;

Approved by the University Faculty Senate, 04.22.25

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**A RESOLUTION AWARDING A CONTRACT FOR THE SOZIO HALL ELEVATOR
MODERNIZATION PROJECT TO CURRENT ELEVATOR TECHNOLOGY, INC.
BID NO: K-25-6-4-1**

- WHEREAS: The Kean University Act, N.J.S.A. 18A:64O-1, et seq. ("Kean Act") requires a resolution from the Kean University Board of Trustees to approve contracts for the operation of the University; and
- WHEREAS: The Kean University Board of Trustees is authorized to act at any regular or special Board meeting to award publicly advertised contracts to the responsible bidder whose bid, conforming to the invitation for bids, will be most advantageous to the University, price and other factors considered; and
- WHEREAS: Kean University requires the use of services for the Sozio Hall Elevator Modernization Project; and
- WHEREAS: Kean University has advertised, received and reviewed all bids submitted by companies for the Project; and
- WHEREAS: Upon review of all submitted bids, the University determined **Current Elevator Technology, Inc., P.O. Box 246, Milford, PA 18337**, to be the lowest responsible Bidder whose bid is conforming to the invitation for bids and is most advantageous to the University; now, therefore, be it
- RESOLVED: The Kean University Board of Trustees approves the award and execution of a contract with **Current Elevator Technology Inc.** in an amount not to exceed \$728,000.00 (seven hundred and twenty-eight thousand dollars) plus up to 20% in contingencies. No alternates or allowances are awarded for this project; and, be it further
- RESOLVED: The Kean University Board of Trustees hereby authorizes the President or his designee to take such actions as may be necessary or required to implement this Resolution.
- RESOLUTION
ADOPTED: September 15, 2025
- DULY
CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION AUTHORIZING EXTENSION TO THE CONTRACT AWARDED TO DLS CONTRACTING
FOR SNOW REMOVAL SERVICES**

- WHEREAS: The Kean University Act, N.J.S.A. 18A:64O-1, et seq. (“Kean Act”) requires a resolution from the Kean University Board of Trustees to enter into contracts and agreements for the operation of the University; and
- WHEREAS: The Kean University Board of Trustees is authorized to act at any regular or special Board meeting to award publicly advertised contracts to the responsible bidder whose bid, conforming to the invitation for bids, will be most advantageous to the University, price and other factors considered; and
- WHEREAS: The Kean University Board of Trustees by public Resolution #20-09-14-2501 adopted in September 2020, approved the award and execution of a one-year contract with DLS Contracting Inc. (“DLS”) for snow removal services (Bid No. K20-1-6-2), with the option to renew that contract for four one-year renewals; and
- WHEREAS: Kean University has extended its contract with DLS four times, with the fourth and final contract extension period ending on September 13, 2025; and
- WHEREAS: Kean University requires the use of DLS’ services to support the University’s snow removal efforts throughout the fiscal year 2026; and
- WHEREAS: The Kean University Board of Trustees wishes to amend Resolution #20-09-14-2501 to permit a fifth extension of the University’s contract with DLS for the term commencing on September 14, 2025 and terminating on May 30, 2026 in an amount not to exceed \$1,500,000 for fiscal year 2026; now, therefore, be it
- RESOLVED: The Kean University Board of Trustees amends Resolution #20-09-14-2501 to permit a fifth extension of the University’s contract with DLS, for a term commencing on September 14, 2025 and terminating on May 30, 2026 in an amount not to exceed \$1,500,000 for fiscal year 2026; and, be it further

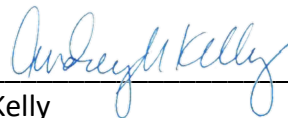
RESOLVED: The Kean University Board of Trustees hereby authorizes the President or his designee to take such actions as may be necessary or required to implement this Resolution.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION RECOGNIZING AND CONFIRMING THE AUGUST 22, 2025,
DECLARATION OF AN EMERGENCY DUE TO A VEHICULAR ACCIDENT
AT KEAN UNIVERSITY**

- WHEREAS: The Kean University Act, N.J.S.A. 18A:64O-1 et seq. (the "Kean Act") requires a resolution from the Kean University Board of Trustees to declare exigencies or emergencies when the safety or protection of its or other public property or the public convenience requires; and
- WHEREAS: On Tuesday, August 19, 2025 at approximately 4:00 p.m., the Hennings Breezeway on the Union Campus was struck by a box truck driven by a vendor causing damage to the Breezeway and closure of the Dorothy Hennings and George Hennings Building entrances underneath the Breezeway, as well as the inability to utilize the Breezeway and the walkways near and around; and
- WHEREAS: As a result of the accident, University representatives had to set up temporary bracing to allow the re-opening of the areas, order replacement window systems, repair damages, and hire a contractor to bring the Breezeway back to its original condition; and
- WHEREAS: The University was required to immediately procure the necessary goods and services related to the emergency without strict adherence to the University's Operating Rules and Procedures for Procurement; and
- WHEREAS: The University's Vice President of Finance, on August 22, 2025, authorized the invocation of emergency purchasing procedures to allow for the immediate procurement of goods and services to protect the health, safety and welfare of the University community; now, therefore, be it
- RESOLVED: The Kean University Board of Trustees officially recognizes and confirms the emergency situation on August 19, 2025 and authorizes and approves the waivers from public bidding, if applicable, and the expenditures and contracts deemed necessary to manage the emergency and make repairs to the Breezeway, including a contract with LaMorte Construction Co. Inc., 929 West Lacey Road, Forked River, New Jersey (in the approximate amount of \$150,000); and, be it further

RESOLVED: The President and/or his designee is authorized to take such other actions, including incurring such additional expenditures, as may be necessary or required in connection with the emergency; and be it further

RESOLVED: The University shall maintain appropriate records as to the reason for such emergency expenditures and awards and shall report to the Board of Trustees on any additional emergency expenditures required to be made in addition to those authorized herein.

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly

Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION APPROVING THE WAIVER OF PUBLIC ADVERTISING AND BIDDING
FOR ADVERTISING AND RECRUITMENT SERVICES IN FY26**

WHEREAS: The New Jersey State College Restructuring Act of 1994, signed by Governor Whitman, delegates to the Board of Trustees of state colleges and universities the authority to waive Public Advertising and Bidding within certain rules and regulations; and

WHEREAS: The Kean University Board of Trustees has considered several requests for a Waiver of Public Advertising and Bidding for certain purchases, contracts and services; now, therefore, be it

RESOLVED: The Kean University Board of Trustees approves the following request for the waiver of Public Advertising and Bidding for contract related to advertising and recruitment services in FY26:

Advertising, Recruitment
Art Guild

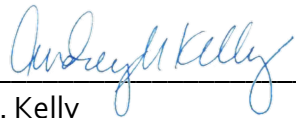
Not to Exceed
\$255,000

RESOLUTION

ADOPTED: September 15, 2025

DULY

CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

**RESOLUTION ADVISING THE PUBLIC THAT THE KEAN UNIVERSITY
BOARD OF TRUSTEES WILL HOLD AN EXECUTIVE SESSION
MONDAY, SEPTEMBER 15, 2025 WHICH SHALL BE CLOSED TO THE PUBLIC**

WHEREAS: The Open Public Meetings Act allows certain matters to be reserved for discussion in a closed meeting; and

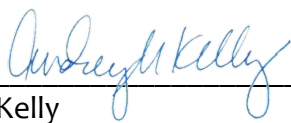
WHEREAS: The Board is required to advise the public in advance as to the subjects to be reserved for a closed meeting and when that discussion can be disclosed to the public; now, therefore, be it

RESOLVED: The Board of Trustees will hold an Executive Session which shall be closed to the public on Monday, September 15, 2025 to consider contract negotiations, personnel matters, including those related to President Repollet's annual review, and other attorney-client privileged matters; and, be it further

RESOLVED: The minutes of these matters will be divulged at a point in time when the underlying reasons for confidentiality are no longer present.

RESOLUTION
ADOPTED: September 15, 2025

DULY
CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees

**KEAN UNIVERSITY
UNION, NEW JERSEY**

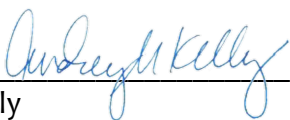
**RESOLUTION AUTHORIZING THE CONTINUED EMPLOYMENT OF
UNIVERSITY PRESIDENT LAMONT O. REPOLLET, Ed.D.**

- WHEREAS: The Kean University Board of Trustees has been statutorily invested with the responsibility of appointing the president of Kean University, and assigning a salary and other benefits; and
- WHEREAS: Board Chair Steve Fastook and the Presidential Review Committee, in accordance with the bylaws, have conducted an annual review of the performance of President Repollet and engaged in discussions with the President on future strategic initiatives and objectives; and,
- WHEREAS: The Presidential Review Committee found President Repollet's leadership to date exceptional and, under his guidance, the accomplishments of his administration, staff, and faculty to date outstanding. The committee recommends the continued employment of President Repollet per his current contract with modifications to his salary and annual bonus; and
- WHEREAS: The Board of Trustees considered the recommendations of the Presidential Review Committee and met with President Repollet to discuss his performance and the details of his employment on Monday, September 15, 2025; and
- WHEREAS: The Board of Trustees concludes: Dr. Repollet's performance is indeed outstanding; his accomplishments have far exceeded goals set by the Board; and, that he should continue as President and be properly compensated for his work and strongly encouraged to continue in his capacity as President; now, therefore, be it
- RESOLVED: The Board of Trustees unanimously approves the continued employment of Dr. Lamont O. Repollet as president of Kean University; and, be it further
- RESOLVED: The Board of Trustees approves and authorizes two modifications to his current employment contract: a 10% increase in salary effective July 1, 2025 and a 25% bonus in recognition of his accomplishments in FY25—including achieving the Carnegie R2 research designation for Kean; and, be it further
- RESOLVED: The remaining terms of his contract remain in force; now, therefore, be it

RESOLVED: The Board of Trustees directs the Board Chair to take the steps necessary to finalize and execute these changes to the President's contract with regards to salary and bonus.

RESOLUTION
ADOPTED: September 15, 2025

DULY
CERTIFIED: September 15, 2025



Audrey M. Kelly
Executive Director to the Board of Trustees