Kathy was attracted to her current position at MU for several reasons. Being able to work close to home was a plus since she has two children, but the position also offered her the ability to utilize clinical nursing skills as well as administrative skills. “Medically, my favorite population has always been adolescents. Our student population is unique; they are at the crossroads between adolescence and adulthood.” Kathy finds the students to be a pleasure to serve. “There are many teaching opportunities to share with them because many have never had to physically care for themselves; their parents had always done so.” For example, students are educated on how to handle the common cold. The Health Center also holds clinics for males and females. During these screenings a thorough history is taken, and after the exam the patient is provided with appropriate educational information. Generally speaking, more freshman students visit the Health Center than seniors because the older population has learned self-care. That is how they know we are doing their jobs well.

This past May, Kathy earned an M.S.N. from Monmouth and will be “sitting” for the boards this summer to be licensed as a Nurse Practitioner. She holds an M.B.A. in Marketing from George Washington University and a B.S.N. from Georgetown University, both in Washington, D.C. Kathy's...
Monmouth University will make every effort to abide by State and County recycling regulations. Accordingly, all employees are required to comply with the recycling regulations set forth below. Waste will be divided into the following categories and disposed of in a manner consistent with State regulations. There are three categories for which we must recycle. They are:

- **Paper** – All paper products including file folders, magazines, colored paper, catalogs, envelopes, phone book white pages, fax paper and computer paper can be disposed of together. The following products should not be included with paper products: newspapers, corrugated carton, brown paper bags, plastic bags, napkins, tissues, and paper towels.

- **Aluminum, glass and tin** – This category includes soda cans and glass bottles.

- **Newspapers** - Must be recycled separately.

- **Hazardous Waste** - University requirements for the disposal of hazardous materials is addressed in policies specific to the waste generated.

Failure to comply with the Monmouth University Solid Waste Recycling Regulations can result in administrative penalties of up to $15,000 being assessed and civil action.

University departments and offices found not complying with the Monmouth County Solid Waste Recycling Regulations will be responsible for payment of any fine incurred, (i.e. the fine will be charged against the department budget). In addition, appropriate disciplinary action may be taken against those individual(s) who do not comply with these regulations.
This spring, Monmouth University employees had another great time at First Energy Park, home of the minor league baseball team, the Lakewood Blue Claws. On May 7, 2006, the Blue Claws took on the Hagerstown Suns after a grueling continuation game from the night before. After twenty-two innings, the Blue Claws won and then our game began after a short break. The Blue Claws won again, this time 3-2. Perfect weather, perfect seats, and perfect company made up a picture-perfect afternoon watching baseball. It doesn’t get any better than that!

The EAC, along with the Department of Athletics, hosted our Third Annual President’s Cup Tournament on May 22nd. Dave Calloway, Jeff Stapleton, Mark Fabish and Kevin Callahan of Athletics Team 2 were the winners. Team 1 from Athletics placed second and the President’s office team placed third. Everyone enjoyed the tournament and we look forward to seeing all of you for the 2007 tournament.

The EAC was also involved in several community events. Many Monmouth University employees showed their usual kindness and contributed generously to our “Caring for Kortney” announcement. On June 10th several Monmouth University employees, family members and friends participated in the American Cancer Society “Relay for Life” at Pier Village in Long Branch. The setting was beautiful for such a worthy cause. Thank you for your generosity.

We are happy to report that our lunch-time yoga classes have been very popular. Classes will continue through the month of August. We will also continue to pass along various discount coupons and the Plum Benefits entertainment notices.

The Employee Activity Committee has been challenged trying to obtain reasonably priced tickets to shows on Broadway and at the New Jersey Performing Arts Center (NJPAC). Ticket prices have increased dramatically in recent months. We are also trying to contract a new boat for our annual Sunset Cruise, as the Venture is no longer operating out of the Highlands. If anyone has any suggestions, please contact Sharon Smith at extension 7594.
first career passion in high school was to be a sports journalist. She was the first female sports editor in her school. “At the time there were not a lot of jobs for women in this field, so I decided to follow in my aunt’s footsteps and pursue nursing. She always told me that she felt like she had accomplished something at the end of the day.” Before beginning her career at MU, Kathy spent twelve years with the Solaris Health System and JFK Medical Center. In her last role, she was the Director of Training and Education, and was responsible for the continuing education development of 6,500 health care employees, as well as computer training, Joint Commission on the Accreditation of Healthcare Organizations (JCAHO) preparation and management training. She also ran one of the largest resuscitation training programs in New Jersey.

With all of her accomplishments, Kathy is most proud of her children, who are very close to each other. Jennifer is eleven with a “heart of gold” and is extremely responsible. Danny, who is seven, is definitely “all boy.” Their family loves the beach, and each summer she and her husband Robert take their family to the Outer Banks in North Carolina. “We have a wonderful time and I highly recommend vacationing there. We rent a great house right across the street from the beach.” Kathy also loves to walk daily and gets in two to three miles a day, especially in the summer.

Louise Bosmans will be celebrating her ten-year anniversary this spring as a University Nurse Practitioner in Health Services. Lou’s position requires an M.S.N. and advanced training and certification; a nurse practitioner has prescriptive and diagnostic testing privileges. She thoroughly enjoys the unique population that the Health Center serves and considers the University a “community” within a community. “We see a diversity of health concerns including: medical, emotional, stress and anxiety-related issues.” She explains that each time a patient is seen, it is also used as an opportunity to discuss preventative measures in health education and to encourage healthy behaviors. For example, Lou may be treating a patient because of a head cold, but she will also discuss the dangers of smoking cigarettes. Lou is also involved in educational seminars held in residence halls, and during Freshman Seminar classes. She finds that the best part of her job is interacting with the students. In addition, she will occasionally work as an Adjunct or Nursing Supervisor for the School of Nursing and Health Studies.

Prior to joining Monmouth University, Lou was a Charge Nurse in the Emergency Department of Monmouth Medical Center in Long Branch for many years. As an emergency room nurse, Lou felt great accomplishment when alleviating a patient’s pain or helping to control a medical situation. Currently, when Lou is interviewing a patient who is presenting with an illness, her focus is to impede on anything negative that may be going on in his or her life and try to get him or her to “open up.” “Our goal is to prevent any obstacles that will interfere with their educational success. This process begins when they walk in the door. Phyllis Soto and Marci Minott do a wonderful job putting them at ease by being so friendly and helpful.” The Health Services staff believe it is very important to make the students feel welcome and make a personal connection with them. According to Lou, many students will continue to stop in to say “hello” and share stories.

When she was in high school, Lou did not have any intentions of becoming a nurse. “As a matter of fact, I was one of those students who refused to dissect a frog! I figured that I would never need any of those skills.” Her first summer job out of high school was as a custodian in a nursing home. She fell in love with the elderly residents there, and decided to become a certified nurse’s aide. She continued to work in that capacity for two years in various hospitals and nursing homes. At age twenty-one, Lou was accepted to Saint Vincent’s School of Nursing in New York. She later continued with her education while working as a nurse and raising four children, and graduated from Monmouth with a B.S.N. She has since completed her M.S.N. from MU as well.

The greatest accomplishment in Lou’s life is her family. “My husband, John and I have raised four great kids who have grown into well-respected individuals in our community.” Lou and John have always tried to set examples for their children to follow by teaching them integrity and ethics. They strongly believe a great way to give back to the community is by volunteering. “I coached basketball and softball with my daughters, while John coached football, softball and baseball.” Their three eldest children all attend MU. John, Jr. is a senior, majoring in history education. He is also a volunteer football coach for Ocean Township High School. Brian is a junior, focusing on business management and marketing. He and John have both been volunteer coaches for youth Pop Warner football teams. Aileen is a freshman, majoring in English education and plays field hockey for the Hawks. Nora, the youngest, is a junior at Ocean Township High School and enjoys field hockey, softball and swimming. She proudly describes all four of them as hard-working with strong work ethics. They are all very athletic and each has a strong GPA. “We are a close family who love sports, the ocean and each other. Life is good!”

Marylou Dalessandro started her career with Monmouth in 1998 as an On-Call Nurse. By 1999 she was a full-time University Nurse Practitioner. She sees a variety of cases in which patients may be sick, injured, stressed or physically impaired. Occasionally, an MU employee may be treated if they have been injured while working. The Health Center serves all MU students, including those who attend part-time, commute or are graduate students. As a Nurse Practitioner, Marylou will evaluate each situation, prescribe medication and sometimes refer the patient to another facility for further treatment or diagnostic testing. “My goal is to help the students get better so they can continue with their studies.” A small portion of the population treated at the Center may have chronic illnesses such as asthma, diabetes or respiratory issues. “Sometimes an emotional issue may be displayed as a physical injury and that student is referred to the LCAC for assistance,” explains Marylou.
The most enjoyable part of Marylou’s job is the one-on-one contact that she has with students. “I also love the teaching aspect that goes along with my job. Patients are continuously educated on how to care for themselves and adapt healthy habits.” She finds it very gratifying to solve a medical problem or discover a serious, acute issue in time to be treated. “It’s a great feeling when a student or a family member comes back to say thank you!”

Marylou also looks forward to giving health presentations on campus when necessary.

Furthermore, teaching is second nature to Marylou. She was an English major in college and after graduating with a B.A. from Rutgers University, she spent several years working as a high school teacher before staying home to raise her children. “I really enjoyed working with teenagers and adolescents and missed it. Nursing had always interested me and medicine was a secondary interest. I decided to return to school to pursue nursing as a career. Marylou graduated from Monmouth University with a B.S.N and later earned an M.S.N from Monmouth as well. She worked at Riverview Medical Center for ten years. “I am now doing what I love most because I was able to combine education and medicine.”

Returning to school and starting a second career with four children at home was a great accomplishment for Marylou. However, she is most proud of raising four healthy, successful, wonderful children. She has three daughters and one son; each holds a master degree. Marylou enjoys gardening and working on home improvement projects.

The Substance Awareness Coordinator is Suanne Schaad, who joined the Health Services team in August 2005. Her role has two main components. The first involves meeting with students who have come in for a confidential assessment regarding possible substance abuse. These are usually voluntary self-referrals, although the EOF and Athletics departments can refer students, and others may be mandated by the University judicial system to make an appointment. Suanne generally spends up to an hour-and-a-half with each individual who may want to explore options and ways to cut back on alcohol or drug use. Some students may come in for advice because they are concerned about a friend or roommate who appears to be struggling with substance abuse. “Others may be in total denial that they have a problem and together we explore how drugs and alcohol have had a negative affect their lives and what can be done to change these patterns,” explains Suanne. Based on each assessment, Suanne will provide educational information and make recommendations. Suanne has an “open door” policy and each student leaves with her phone number. “It is up to the individual to follow my advice or not. Most patients will come back for a follow-up visit after a few weeks.” On occasion she will make a referral for either an in-patient or out-patient program elsewhere.

The second component of her job is to raise awareness on campus regarding the truth about alcohol consumption. The perception is much greater than the truth. “The majority of MU students drink one time a week or less, but the perception is three times per week or more,” explains Suanne. “We also found that binge drinking decreased by five percent last year.” These statistics are based on a yearly survey taken by MU students. Suanne also works closely with Enrollment Management and utilizes a multimedia campaign using advertisements, radio and hand-outs to reach out to the MU student population. This year, Suanne would like to raise awareness of personal care and focus on how students can take care of themselves and each other.

Suanne has always been interested in psychology and counseling. “There are so many problems in this world related to drug and alcohol abuse. It always intrigued me to find out why people turn to substance abuse. We all seem to know someone like this, whether in our family or circle of friends.” She decided to understand the origins of such problems and try to prevent them in adolescents. Suanne earned her B.A. in Psychology from Loyola College in Baltimore, Maryland. In 2001, she completed an M.A. in Psychological Counseling from MU. “I fell in love with this campus and hoped to work here one day!” The most rewarding part of Suanne’s job is when a student can determine that he or she want to make changes in his or her lifestyle and follows through with it. “It is a great accomplishment when someone reaches their goal to change drug or alcohol patterns.” Suanne previously worked for the Community YMCA and Family Services in Matawan for nine years as a Coordinator for an adolescent substance abuse program.

One of the most important accomplishments in Suanne’s career has been completing graduate school as well as becoming a Licensed Certified Alcohol and Drug Counselor. The greatest achievement in her personal life was finding the “love of her life”, husband Matt. He is an elementary school teacher and they will be married for four years this summer. Together, they love to camp, bike, barbeque, cook and go to the beach. “We also love to entertain and host a chili contest each year at our house.” Suanne also has a new love for running, and completed her first 5K race three years ago.

Marciana Minott began her career with Monmouth University twenty-two years ago. She first worked in the School of Humanities and Social Sciences for three months and then moved into the Health Services department as a clerk-typist, where she has remained ever since. As the Office Coordinator, Marci greets all incoming patients, creates and pulls medical charts, orders office supplies and makes sure that all examination rooms are stocked for the nurses. One of her largest responsibilities is to ensure that all students are in compliance with state laws regarding required immunizations, and cannot let them register for classes until they have had all the proper shots. She spends a large percentage of her day on the phone speaking to students and parents about what immunizations they are missing and how they can obtain them. “Our biggest challenge has been the meningitis vaccine. Most doctors do not stock it and it is mandatory for all resident students.” To help alleviate this issue, each year the Health Center holds a clinic and administers the
Together We Can Succeed!
2006 Monmouth University Employee Giving Campaign

Campaign Update as of June 1, 2006

❖ Total Gifts and Pledges: $40,734.89
❖ Employee Participation Rate: 26%
❖ Total Number of Donors: 297
❖ Campaign Goal: $100,000

Update of Employee Honor Roll of Donors

The Faculty, Staff and Administrator campaign is progressing well. The support of our employees is important and always appreciated. The Committee would like to individually thank all who have made a gift or pledge towards the 2006 campaign since February 2006. They are as follows:

2006 Employee Giving Campaign Leadership Committee

Jon Cascone
Athletics

Vaughn Clay
Student Services

Megan Jones
Residential Life

Janet Mahoney
Nursing

Valerie Manzo
Public Affairs

Megan McCluskey
Bookstore

Gene Simko
Management/Marketing

Sharon Smith
Human Resources

Kristine Turner
Athletics

Dean Volpe
University Police

Allan, James
Arbuckle, Lorraine
Babbin, Laura Papa
Branin, Pamela
Buonocore, Fredric
Calver, Bernadette
Clay, Lynne
Collins, Kathryn
Corcoran, Eileen
Costello, Christine
Covin, Darlene
Cresson, Patricia
Dalessandro, Marylou
DeTullio, Jane
Dombroski, Ellen
Duriske, Catherine
Elliott, Wayne
Fitzgerald, Diane
Gepner, Ivan
Gough, Annette
Hughes, Bertha
Isaksen, Kristen
Korz, Kelly
Leschinski, Alan
Mama, Robin
Maschi, Tina
Mazza, Elena
McKibben, Rachel
Mitchell, Donna
Murray, Patrice
Murray, Patrick
Poracky, Kathleen
Priestly, Beatrice
Rassas, Beverly
Saldiv, Morris
Sills, Caryl
Swigonski, Mary
Toubin, Judith
Vento-Cifelli, Lauren
Ward, Kelly
Widdis, Linda

Once again, thank you for your support and participation.
If you are not on this list, the campaign runs until December 31, 2006. For questions or to make a gift, please call the Annual Fund at 732-571-7528.
Proud Parents

Congratulations to the following Monmouth University employees and their families who recently received degrees:

Additional MU employees who were degree recipients include:

- Sandy Brown - Master of Science in Education: Education Counseling
- Kathy Dabney - Associate of Arts General Studies
- Cecilia Henriques - Associate of Arts in General Studies
- Donna Hull - Post-Master's Certificate in Professional Counseling
- Barbara Powderly - Master of Arts in Liberal Arts
- Jennifer Riehmann - Master of Science in Education: Principal
- Nilsa “Jeanette” Villanueva - Bachelor of Arts in Political Science

Who's Who in the Provost’s Office

Jackie Calderone
Assistant Vice President for Academic Budgets and Financial Analysis
732-263-5641
calder@monmouth.edu

Susan O’Keefe
Associate Vice President for Academic Administration and Registrar
732-571-3521
okeefe@monmouth.edu

Thomas Pearson
Provost and Vice President for Academic Affairs
732-571-3405
pearson@monmouth.edu

Rebecca Raffe
Secretary
732-263-5199
raffe@monmouth.edu

Linda Sievers
Administrative Assistant
732-571-3405
lsievers@monmouth.edu

Kathleen Snedden
Assistant to the Provost
732-263-5303
snedden@monmouth.edu
AWARDS & RECOGNITION LUNCHEON
May 10, 2006

STAFF APPRECIATION DAY
April 19, 2006

CHILDREN TO WORK DAY
April 27, 2006

Retirees featured with President Gaffney
(left to right) Everett Rich and Harris Drucker
Not pictured: Willard Bastian, Angela Crawford, August Meier and Caryl Sills

Donald C. Warncke Award recipient
Franca Mancini and President Gaffney

Distinguished Teacher of the Year
Bruce Normandia with Provost Thomas Pearson

Stafford Presidential Award of Excellence
Recipient Saliba Sarsar (center)
with President Gaffney and Provost Thomas Pearson
Michael Murray

Michael was appointed Assistant Coordinator of Arts Promotion on May 1, 2006. He has an extensive background in arts administration, development and marketing. His previous roles have included working as a Design Associate for Charisma Design and as an Assistant Director for the Chetkin Gallery, both in Red Bank. Previously, he was Co-Director of Art Forms, also in Red Bank, and spent several prior years with The Reece Galleries in New York as Associate Director and Curator. Michael designed the 2006 Monmouth Festival of the Arts, the state's largest arts invitational. He has published articles on several subjects in newspapers and fine art journals. He earned a B.A. in Technical Journalism and Public Relations, with a minor in Psychology, from Colorado State University and in 2004 attended the Institut Français des Alpes, completing a French Language and Culture Immersion Program in Annecy, France and Geneva, Switzerland.

Nanjuan (Joanna) Pei

Joanna joined the Polling Institute as a Research Associate on June 1, 2006. She holds an M.P.A. from Indiana University and a B.A. from Sichuan University in Chengdu, China. Joanna has a strong background in statistical research. She previously worked as a Research Assistant for the School of Public and Environmental Affairs at Indiana University and performed data input and analysis in the Center for Rural Studies at the University of Vermont, while she was a student there. In addition, Joanna was a Project Coordinator for the East-West Economic Exchange Center in Chengdu, China.

Nicole Martinez

Nicole became a member of the Educational Opportunity Fund department as a Counselor on April 11, 2006. She most recently was an elementary Spanish Teacher for Conover Road Elementary School in Colts Neck and Essex Fells School, both in New Jersey. In May 2003, Nicole graduated Summa Cum Laude from Monmouth University with a B.A. in Elementary Education with a Spanish Concentration. While Nicole attended Monmouth, she was a part of the EOF program and also worked as an EOF Summer Counselor.
vaccine. Students may also ask a Nurse Practitioner to write a prescription to fill at their pharmacy. Then they bring back the vaccine for the nurse to administer. “My goal is to work with the families and make this a smooth transition,” explains Marci.

She loves being involved with the students and looks forward to work each day. “I get a “kick” out of them and love working with young adults.” Marci describes how the freshmen she meets are quiet and shy, and how they blossomed and matured into grown men and women by the time they are seniors. “From time to time a student may come in feeling down, but in reality, he or she is very homesick and just needs to talk. Sometimes after we have a nice chat, they no longer wish to see the nurse.” Marci fondly recalls a student named Julie who called her mother from the Health Center every Friday to pick her up for the weekend. “She would never stay on campus for the weekend and her mom would drive down to pick her up each week. For months, I would try to persuade her not to leave and stay to join in on the weekend activities that MU offered.” Finally, after about a year, Marci convinced her to stay on a Friday night. “She had such a great time, the next weekend she didn’t go home at all!” After that, Julie started staying on campus every weekend and really enjoyed university life.

Before finding her home at MU, Marci attended the Stuart School of Business and worked part-time at Jersey Shore Medical Center (then called Fitkin Hospital). She and her significant “other half”, Gary, have three wonderful children of whom she is very proud. “My children are very respectful and responsible. We set goals for them and they follow through and complete them. I couldn’t ask for more.” Their eldest daughter, Cheryl, graduated from Monmouth in 2002 with a double major in Accounting and Finance. She is now an accountant for Church and Dwight in Princeton. Gary II attends Neptune High School and has played varsity basketball since he was a freshman. He will soon be entering eleventh grade. “Gary II was the only sophomore to make second All-Shore team,” Marci proudly stated. Ryan, their youngest, will be starting middle school this September and has a passion for video games and basketball. Marci’s free time revolves around her family, and weekends are spent traveling with Gary II who plays in basketball tournaments for the Amateur Athletic Union. “It is very exciting to watch him play. The whole family is together on the weekends, supporting one another.”

The Secretary of Health Services is Phyllis Soto, who been employed there for eight years. She greets patients and assists students with documentation that is necessary for well visits, clinics and medical testing. Another portion of her job is helping to manage the school’s student insurance program. Since every student must have medical insurance by law, Phyllis has to send an insurance waiver to every registered, full-time, undergraduate student every semester. Proof of medical insurance is required; otherwise students are automatically billed for the school’s insurance through the Bursar. “I spend quite a bit of time on the phone following up with students or trying to correct situations because they failed to provide necessary documentation and have been issued the University’s insurance when they have their own.” Phyllis considers the students her main client and is constantly trying to be comforting to parents who may be calling about their children. “Confidentiality laws prohibit me from divulging any confidential medical information about anyone over the age of eighteen without permission. It is a sensitive area and can be very frustrating to a parent who is paying the tuition bill.” Additionally, she also provides secretarial support for the University’s consulting psychiatrist, Dr. Sajjad Zaidi.

A former Teaching Assistant, Phyllis has worked for public schools in both New York and New Jersey from the nursery level to high school. She and her family moved to the Jersey shore thirteen years ago from Rockland County in New York. “I have always been fortunate enough to work where my children attended school, allowing me to have the same schedule. When my eldest son wanted to come to Monmouth, I decided to look for a job on campus.” Phyllis really enjoys working with the students at MU. She feels that it helps her to understand her own children better. “I have always managed to work in the same age group as my own children. It gives me a different outlook on things and I can view things from their perspective.” Prior to that, Phyllis worked as a legal secretary.

Phyllis and her husband Frank are very proud of their three children. “It is a wonderful feeling of accomplishment watching them grow from nursery school through college.” Their eldest son, Matt, won the highest award in baseball when he graduated from Ocean Township High School. He was a Communication major and graduated from Monmouth in 2004. “Matt was the Student Government Association President during the year that President Gaffney arrived, and also won the Student of the Year Award.” This fall, Matt will be taking the LSAT’s for entrance to law school. Their daughter, Stephanie, played high school softball and will graduate from Monmouth in December 2006 with a degree in psychology. She is planning to return to pursue a master’s degree in the same field. Greg, the youngest, was ranked state champion wrestler for Ocean Township High School and will be a junior here at Monmouth in September. “He is a criminal justice major and absolutely loves his professors,” exclaims Phyllis. She and Frank love to entertain and have company almost every weekend, especially since all three children still live at home!

Questions for Health Services?

Visit North campus, adjacent to Birch Hall and the MU Library
Call: 732-571-3464
Web Address: www.monmouth.edu/student/health/default.asp
What's New at MU?

Four important notices regarding the Monmouth University 403(b) Retirement Plan:

1. Each year the IRS set limits as to what amounts you may contribute annually to a 403(b) plan on a tax-free basis. For calendar year 2006, this amount is $15,000. **If you are over the age of 50,** you may contribute an additional $5,000 for calendar year 2006. Some employees may also be eligible for an additional amount based on the “15 year rule” (15 years of service). For individual questions related to additional amounts that you may be eligible to contribute to the 403(b) plan, please refer to IRS publication #571, or contact your 403(b) plan vendor (TIAA-CREF or Equitable or Fidelity). You must provide us with a “15 year rule calculation” from your 403(b) provider if you are eligible to contribute under this rule, indicating the total amount you are eligible to contribute for each calendar year.

Please note that you are fully responsible each year to complete a salary reduction form requesting to utilize the “age 50+ catch up” or the “15 year rule” provisions, even if your contribution percent will remain the same. Otherwise, we will default to the normal annual contribution limit, regardless of your election in the prior calendar year (i.e. for 2006 your maximum will be the lesser of your actual deferral or $15,000). Another notification will be distributed towards the end of this year, indicating the 2007 contribution limits, and reminding you to submit your salary reduction forms in time for the first payroll in January.

2. **NEW!!** Beginning July 1, 2006, **part-time employees** will be eligible to participate in our 403(b) plan on a voluntary deferral basis, as long as you are expected to work at least 20 hours per week, and will be able to defer at least $200 to the plan during a 12 consecutive calendar month period. However, you will not be eligible for University contributions unless you have 1,000 or more hours of service, have met the waiting period requirements, and are not an excluded employee (currently adjunct faculty are excluded from receiving the University contribution).

3. **NEW!!** Beginning July 1, 2006, employees may **contribute less than 5%** to the 403(b) plan, however, the University contribution is still contingent upon the employee participating by contributing at least 5% into the plan on a voluntary basis. At any time that an employee changes their salary reduction to be below the 5% level, they will cease eligibility for the University contribution made on their behalf until the time in which they resume contributions at the 5% minimum level. University contributions will not be made retroactively during any periods in which an employee has elected to defer less than 5% into the plan.

4. **COMING SOON!!** TIAA-CREF will add to their portfolio the ability to invest in **mutual funds.** Watch for important information regarding the expanded investment choices becoming available in a few months.

As always, please refer to the Summary Plan Description and your individual contracts for plan specifics. Your 403(b) provider can give you more details regarding any of the above details regarding the Monmouth University 403(b) plan.

Where Is This?

CARPE DIEM

*This Latin phrase, ‘Seize the day’ can be found on the north end of the Route 71 pedestrian underpass, which was completed in August 2002 in response to safety and traffic flow conditions. The words, often used in poetry, film, television and music, remind students not to let time slip away. Why not take a walk to the North Campus sometime soon?"*
Ask Robyn,
What is the new law in New Jersey regarding our healthcare coverage and coverage for dependents up to age 30?

At this time, eligible dependents who have previously “aged out” of the Monmouth University healthcare plan have the opportunity to elect coverage under this option anytime between now and May 12, 2007. During this special enrollment period, an application must be made within 30 days of the requested date of coverage, otherwise it will be effective the 1st day of the month following the date of application. If a currently eligible dependent under age 30 does not elect this coverage prior to May 12, 2007, then future election can only be made during our open enrollment periods (end of April each year for a July 1st effective date).

The following conditions must be met for a young adult under the age of 30 to be permitted to make a Chapter 375 election. A young adult must:

- Have already “aged-out” of a parent’s group health benefits plan issued in NJ;
- Be younger than 30 years old;
- Not be married;
- Have no children of his or her own;
- Be a resident of New Jersey OR be a full-time student at an accredited public or private institution of higher education (regardless of location);
- Not be covered under an individual health benefits plan or group health plan; and
- The adult’s parent must be covered under the Monmouth University group health benefits plan.

Eligible dependents who will “age out” of the Monmouth University group health benefits plan in 2006 will not be able to make a Chapter 375 election until July 1, 2007 which is our next plan renewal date. All dependents turning age 23 this year are covered through the end of the year, and will “age out” on December 31, 2006. July 1, 2007 is the date in which this law is effective for newly “aging out” dependents, who will be eligible to make a COBRA election to be effective January 1, 2007 if desired, until making their Chapter 375 election for July 1, 2007.

For an application to enroll a dependent under age 30 in the Monmouth University group health benefits plan, or for answers to other questions that you may have, please contact Robyn Salvo in the Office of Human Resources at (732) 263-5228.

Monmouth Review Call for Submissions

The Monmouth Review is the University community’s literary and art magazine, published twice a year. All employees are invited to submit for consideration poems, short stories, essays, fiction, drama, interviews, photography, drawings, computer-generated art, and other forms of two-dimensional art.

To submit literary works, please send each work as an e-mail attachment in Professor Stanley Blair in the Department of English, at sblair@monmouth.edu. To submit artwork, please contact Professor Karen Bright in the Department of Art and Design at x3523. Please include information about how you may be contacted, as well as a brief biographical note of up to fifty words.

If you have any questions about the Monmouth Review, please contact Dr. Blair at his office, Wilson Annex Room 505, or phone x3619.