The department Chair of Educational Leadership and Special Education is Terri Rothman, who began her career with Monmouth University in 2001. She is also an Assistant Professor for the department and is serving her first term as Chair. ELSE offers several undergraduate dual-degree programs where successful graduates become certified in both general and special education. These majors include: Anthropology, English, Foreign Languages, History and Music. Several graduate programs, such as Special Education, School Counseling, Principal and Reading Specialist are available as well as Post-Master’s Certificate programs in Counseling, Supervisor and Learning Disabilities Teacher Consultant, just to name a few. Students must maintain a 2.75 grade point average to stay in the ELSE program. Monmouth University is also a regional training center for the Provisional Teacher Program (Alternate Route). Terri has been the Director of the program at MU since 2002 and developed the curriculum for it. “Applicants with a bachelor degree in a qualifying area may apply to the State for certification of eligibility for teaching. Once they have been hired by a school district, they may be placed in our program.”

Terri is also very involved with the School of Education's pursuit of NCATE (National Council for Accreditation of Teacher Education) accreditation. “A major component is assessing candidates (students) to ensure that they have reached a level of competency on all program standards. We use this assessment data as a basis for making programmatic changes, thereby ensuring high-quality programs and more effective, competent graduates of our programs. Once we have achieved accreditation, the School of Education and Monmouth University will be even more attractive to students who are pursuing education as a career.” To achieve this goal, Terri has a close relationship with the faculty and advisors of ELSE. She observes classes, meets with faculty regularly and holds monthly department meetings. In addition, she interviews and hires adjunct professors for the department and acts as a mentor to new faculty.

One of Terri’s true joys is educating and getting to know the students on a one-on-one basis. She teaches courses in the Special Education, Counseling, and Learning Disabilities Teaching Consultant programs as well as research courses that are required for most of the graduate programs. This gives Terri the opportunity to interact with students from all of the ELSE programs. “Advising is a very important part of my job. Being able to help students with projects, as well as offering assistance with career goals and helping them to utilize what they are learning is very rewarding.” Terri practices an interactive teaching style. A typical three-hour class may start off with a short PowerPoint presentation, followed by creative activities to enable the students to understand the process, hold discussions, and demonstrate ideas. She also utilizes the computer lab for hands-on statistical research. “Hybrid courses are also becoming quite popular,” mentions Terri. These are on-line classes for half of the semester and classroom instruction for the other half.

Research is another one of Terri’s passions. “I’ve always really enjoyed it, which is why I chose the Educational Psychology field.” She attended the University at Albany, SUNY and earned a B.A. in Psychology, followed by an M.S. in Educational Psychology and Statistics. During a semester of her Ph.D. program, Terri completed a Teaching Assistantship and immediately loved it. She earned a Ph.D. in Educational Psychology with a Concentration in Child Development. One of her most important accomplishments has been her ability to succeed in her career in spite of a degenerative eye disease called Retinitis Pigmentosa that eventually leads to blindness. In 1993, while Terri was a student at SUNY, she was awarded the Stephen W. Hawking Prize. The plaque hanging in her office reads: “in recognition of your constant and willful relegation of disability to an inconvenience, rather than its acceptance as a limit.”

This winter, Terri has a new team member in ELSE and addition to her family. His name is Windsor, Terri’s golden retriever Seeing Eye dog, whom she bonded with for three and a half weeks in November while they were away together in training camp. Terri’s other interests include: cooking, gardening, exercising and traveling. She and her husband, Harvey, also love to tour wineries.

Mary Lee Bass began working for Monmouth University in 1992 as the Director of the Reading Program and Instructional Support Services, School of Education. Currently, Mary Lee
Did you Know?

New 2007 IRS Dollar Limitations for 403(b) Retirement Plan

The Internal Revenue Service has announced the cost-of-living adjustments applicable to dollar limita
tion for retirement plans for 2007. A summary of these amounts are listed below alongside the 2006 limits for comparison purposes:

<table>
<thead>
<tr>
<th>Limitation</th>
<th>2007 Amount</th>
<th>2006 Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic Elective Deferral Limitation for 403(b) plans (employee deferrals only)</td>
<td>$15,500</td>
<td>$15,000</td>
</tr>
<tr>
<td>Catch-up Contribution Limit for Persons Age 50 and older for 403(b) plans</td>
<td>$5,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Limitation on Annual Additions to a Defined Contribution Plan (employee plus employer)</td>
<td>$45,000</td>
<td>$44,000</td>
</tr>
<tr>
<td>Maximum Annual Compensation taken into account for determining benefits or contributions to a qualified plan</td>
<td>$225,000</td>
<td>$220,000</td>
</tr>
</tbody>
</table>

- Each year, employees participating in the 403b retirement plan that wish to utilize the age 50+ catch up provision must complete a new salary reduction form indicating this provision should be used to allow contributions be deducted from their paychecks in excess of the regular limitation ($15,500 for 2007). Employees should also determine the correct percentage deferral to use in order for their salary reduction to reach their intended goal.

- Also, if you have 15 years of completed service with Monmouth University, you may be eligible for an additional $3,000 catch-up amount, regardless of your age ($15,000 lifetime cap on the “15 year rule”). You must request a calculation be performed by your 403b plan vendor, and submit this calculation with your salary reduction form if it is applicable to you.

- Please remember that you may change your 403b contribution rate at any time during the year, not just this time of year, however putting your actual limits in place now will avoid a sudden stop in your deferrals prior to reaching your maximum potential. **Also remember to always check your paycheck to ensure accurate deductions are being made on your behalf.**

For a new salary reduction agreement form, please contact the Office of Human Resources at (732) 571-3470. For additional questions related to the 403(b) plan, please feel free to contact Robyn Salvo at (732) 263-5228.
On Saturday, November 4, 2006, the Employee Activity Committee once again hosted a very enjoyable day at Peddler’s Village and Penn’s Purchase in Lahaska, PA. This year we visited during their annual Apple Festival which was very exciting and well attended.

On Friday, December 1, 2006, MU celebrated its second Blue & White Day of the year at a Pep Rally in support of our football team, who was playing in and hosting the first Gridiron Classic. We would like to thank all employees who came out and supported the team and congratulations to the winners of the raffle prizes, which included iPod’s, digital cameras, MP3 players and MU sweatshirts.

Our annual trip to New York City to see the world-famous Rockefeller Center Christmas Tree also included How the Grinch Stole Christmas on Broadway, which all 25 attendees enjoyed. There was a definite chill in the air, but all 90 participants were very happy to see the spectacular holiday decorations and be in the city during the most wonderful time of the year.

We hope you are making use of the great monthly discounts offered through Plum Benefits for entertainment at various shows and events in New York City. Please remember that we have AMC movie tickets on sale in Human Resources throughout the year for $7.00 a ticket.

All Monmouth University employees are eligible to make use of our membership with The Buyer’s Edge. This is a consumers buying service that guarantees the lowest prices on most “big-ticket” purchases, including major appliances, televisions, cars, furniture, jewelry, travel, luggage, kitchen cabinets, counter tops, computers, travel and car rentals. Please log in to www.buyersedgeinc.com. The Monmouth University group # is 1628 and our password is member1.

Consumers Mortgage Corporation (CMC) is still offering our employees and members of their families mortgage financing with no closing costs and cash rebates from $300 - $1,500 based on the size of the mortgage. Many employees have already taken advantage of this offer. If you are interested, please contact Kevin O’Brien, Senior Vice President of Consumers Mortgage Corporation at 732-671-0001. The company is located at 1250 Highway 35 North in Middletown.

Human Resources Welcomes New Employee Benefits Coordinator

Kathleen Stein joined the Human Resources team on January 29, 2007 as Employee Benefits Coordinator. A transfer from Monmouth University’s Office of Affirmative Action, Human Relations and Compliance, Kathy brings with her several years of office experience including prior knowledge of Human Resource laws and some experience working with employee benefit plans.

2007 Mileage Reimbursement Rate

The IRS recently announced the standard mileage rates for 2007. Based on this information, the University’s mileage reimbursement rate for business use of personal vehicles will be increased to 48 cents per mile for 2007. This increase is effective on January 1, 2007. For travel before that date, reimbursement will continue at the current rate of 44 cents per mile. Detailed information on reimbursable expenses is included in the University Travel Policy.

Have You Seen This?

Answer on page 14
Mary Lee is the faculty advisor for the International Reading Association (IRA) Monmouth University Council for students. “This student organization recently received a budget from MU’s Student Government Association to buy books for the three, four-and five-year old children in the Red Bank Head Start Program—the IRA members wrapped the books in ribbons and delivered them in November for all 36 children. Our IRA student volunteers enjoyed reading and providing book plates for all of the children.” IRA visits Head Start at least once each semester. This May 2007, Mary Lee will be a presenter at the International Reading Association Annual Convention in Toronto, Canada which will host approximately 20,000 attendees. Mary Lee’s Microworkshop presentation will address strategy instruction for informational text reading.

Originally from Pennsylvania, Mary Lee received a B.S. in Elementary Education from Millersville University. “I always knew that I wanted to teach,” recalls Mary Lee. “I can remember playing school as a young child.” She has been both an elementary and middle school teacher. Once her daughter was born, she decided to stay home as a full-time mother. Mary Lee returned to teaching ten years later and joined the faculty at Benchmark School in Pennsylvania, a world-famous school for children who struggle with reading. A few years later, she moved to New Jersey and earned an M.S.Ed. from Monmouth University in the Reading Specialist Program and also began working for MU at that time. “In 1998, I actually opened the Office of Peer Tutoring on campus,” Mary Lee proudly states. While working full-time, Mary Lee attended Rutgers University for seven years, earning a doctoral degree in Literacy Education.

Mary Lee considers her greatest pleasure to be the time that she spent staying home and raising her daughter Mandy, who is now twenty-nine years old. “I thoroughly enjoyed her childhood.” Mandy graduated from MU in 1999 and is a successful elementary and middle school teacher. Together, they will graduate from Monmouth University. “I have the best job in the world. Not only do I enjoy what I do, but I am also very energized by the environment I work in.” She enjoys representing the School of Education as the faculty liaison for Red Bank Borough and West Long Branch Public Schools.

Fernando Padro joined the ELSE department as an Assistant Professor in 1999, and became an Associate Professor in 2004. He served as the Coordinator for the Educational Counseling Program for five years. Fernando currently teaches graduate level courses in the Educational Leadership Program and is looking forward to teaching higher education administration courses within that program. He enjoys teaching such subjects as Interpersonal Communication and Community Relations. Fernando practices a collaborative teaching style and uses a Socratic teaching model as a means of integrating the discussions held in class between core concepts and individual interests. He explains that using a question-and-answer method gets students to focus on their own point-of-view. By the next meeting, each student presents their own ideas, which results in a collaborative discussion. “Mine is only one point of view,” expresses Fernando. “I am a believer in Karl E. Weick’s (1995) enactment theory that holds that practitioners often know what needs to be done, but are not allowed to act on that knowledge. The focus is to let the student look at the material from the point-of-view of their interests and get them to experiment as a means of enhancing his or her own learning.” Working with the students is the most enjoyable part of Fernando’s job. Fernando loves to hear about their experiences out in the field and how experiences relate to what is being taught. “They teach me a lot and their questions continuously force me to re-think things and not take them for granted.”

Fernando graduated from the University of Arizona with a B.A. in History. Next, he received an M.Ed. in Higher Education and finally a double major Ph.D. in Academic Administration and Curriculum and Instruction. Most of his career has been in adult and higher education, not only as an educator, but also as a counselor and administrator. He always knew he wanted to teach, which is why he left the college administration track. Fernando has always been fascinated with the learning process and relationship between institutions and students. In particular, he is intrigued by the way the educational institution influences people and vice versa. His approach to education is systems-based, reflecting his background in the field of Quality and interest in the organizational psychology of universities. His dissertation concentrated on the field of quality as it applies to universities and K-12 systems.

Fernando is a senior member of the American Society for Quality. He feels very proud to have been recognized by being appointed a Malcolm Baldrige National Quality Award Examiner for four years. Fernando is currently active in the field of institutional accreditation in the USA and international quality assurance of universities, making numerous presentations on the subject in Europe and Australia. At present, he is also a Peer Reviewer for The Higher Learning Commission’s Project AQIP, an alternative approach to university accreditation based on continuous improvement process action plans as a means of documenting excellence. Recently, Fernando was invited to be a presenter at the 2006 Evaluation Forum and the Evaluation and Assessment Conference held in Australia at Curtin University of Technology in Perth.

Most of Fernando’s spare time is spent providing professional services in one form or another. He is actively involved in FAMCO and is the current Vice President of the New Jersey Chapter of the American Association of University Professors. He also enjoys spending time with his wife Trudy, who he met in Australia while working on a book. They have a 115 pound Golden Retriever named Leo who reminds them both that their main job is to make him happy.

Wendy Harriott has been an Assistant Professor in ELSE since August 2000 and is currently on tenure track. Prior to joining Monmouth University, she was an Assistant Professor for the State University of West Georgia for two years. Wendy teaches...
a variety of special education classes to both undergraduate and graduate students including: Classroom Management, Collaborating with Families, Students and Professionals and Teaching Students with Diverse Needs. She considers her teaching style to be very structured and consistent. Each class begins with an agenda and topics written on the board. Wendy uses a variety of techniques week-to-week in class, which include hands-on activities and computer work. “I act as more of a guide and facilitator than a lecturer.” Wendy also enjoys teaching on-line and hybrid courses. An on-line class meets for an introduction and orientation early on, followed by all course work via computer. Hybrid classes are held on-line for half of the semester and in classrooms for the other half. “Our students really like having these choices and find them very convenient,” she explains.

Wendy loves her profession. Besides teaching, she also enjoys interacting with and advising students. “Developing relationships with them is very rewarding and fulfilling.” From the time she was a small child, Wendy wanted to be a teacher. “My grandparents were custodians and would often bring home discarded teacher-edition text books, chalkboards, and so forth. Our whole basement was set up like a mini-classroom.” She often went to work with them and would play teacher in the classrooms as they worked. During high school and on college breaks, Wendy worked at Happy Hill residential home for children and adults with severe disabilities. “Working there inspired me to pursue a career in special education.” Wendy was the first person in her extended family to graduate from high school and college. She received a B.S. in Special Education from Bloomsburg University and attended graduate school while working full-time, earning a M.S. in Special Education with a minor in Counseling from Marywood College.

Wendy enjoyed a career as a public middle and high school special education teacher for a number of years. “I was very good at my job and enjoyed it, but needed a change. I resigned and decided to move in another direction.” Wendy made the decision to attend Pennsylvania State University as a full-time doctoral student. One of her greatest accomplishments was receiving her Ph.D. in Special Education. She set aside her personal life and dedicated all of her time and effort to studying. In 2001, Wendy completed her first year working at Monmouth University and finished her doctorate degree.

Wendy’s other proudest moment is the day that she and her husband Guy adopted their daughter Kalea from China. “I can’t describe the feeling of knowing how we have changed her future and the joy she brings to our lives.” She and Guy love spending time with her. Wendy describes her daughter as a “little spitfire.” Wendy also enjoys downhill skiing, working out and also loves the shore.

Sylvia Martin is an Assistant Professor in the ELSE department and is responsible for teaching special education courses to both the undergraduate and graduate student population. She has been with the department since 2002 and is up for tenure this year. Before coming to MU, Sylvia was an Assistant Professor at the University of Houston-Clear Lake. Topics that she enjoys teaching include: Language/Communication, Advanced Instructional Methods, and Individualized Curricula and Systematic Programming. Sylvia believes that a special education teacher has to be creative in thinking, flexible, adaptable, good at problem-solving and get along well with other people. She likes to ensure that technology is integrated in each of her classes so that future teachers will be able to incorporate technology into their classrooms and benefit their own students one day. Her teaching style is learner-centered, so students are actively involved in their own learning process. “In this approach, part of my role is as a guide and resource to prepare them to be life-long learners.” Sylvia explains, “There are thirteen areas of disabilities, and I must prepare my students to be problem-solvers by having the ability to research information and find research-based strategies and interventions to apply in classrooms of students with diverse needs.” Sylvia believes learning is a journey that should be enjoyed, not unpleasant. She strives to have her students focus on the process of learning, not just the steps involved. She keeps a plaque on her wall the reads: ‘Learning opens the world to minds ripe for the journey.’ Interacting with the students is her favorite part of the job: “that is my learning journey with them.”

Sylvia has had a variety of teaching experiences in her career. After graduating from Salve Regina University with a B.A. in English, she worked as a general education teacher. She decided to take a more challenging job with a county vocational rehabilitation program to teach basic and job skills to adults with severe emotional or learning disabilities. Later, she moved to Texas and was hired as a special education teacher for students with challenging behaviors and severe learning disabilities. This resulted in Sylvia’s decision to return to school at the University of Houston where she was awarded a full graduate fellowship. She earned both an M.Ed. and Ed.D. in Educational Psychology at the University of Houston.

One of Sylvia’s greatest accomplishments is not related to special education. She and her husband, Don, owned a 150 year-old stone farmhouse in Wisconsin. Sylvia had accepted a position there to work with the assistant regional archeologist on a two-year project grant to research an Irish land-grant settlement. Sylvia, with the help of one volunteer, spent 18 months recording the information from the headstones and produced the only index of records for the Old Saint Patrick’s Cemetery. “I consider this one of the most important things that I have ever done in my life because the names of the earliest settlers and their families are now preserved and recorded. All of the original records had been lost in a fire.” The book was donated to the parish and will be used for future generations in genealogy research. She and her husband Don are also interested in the early history of Bradford County in Pennsylvania.

Janis Marcus has been a part-time Academic Advisement Liaison with ELSE for the past six years. Her main role is to provide academic advising, help register students for classes, and keep a close eye on their grade point averages. “My goal is to help each student get through our program as smoothly and quickly as possible.” Janis explains the ELSE program is very demanding, with no room for electives. Each student must remain focused on their studies. Janis practices advanced planning with her students from the first day they meet. As sophomores, it is extremely important to get together on a regular basis to establish rapport. “The frequency of each appointment is based on the individual needs of the student. Some need constant guidance, others just want to check-in every so often, and some like to talk on a regular basis.” Janis uses her social work skills to be effective in her role and to create a strong relationship with each student.

Janis received a B.S.W. from Ohio State University followed by a M.S.Ed. in Mental Health Counseling from Norfolk State University. Prior to joining Monmouth University, she worked for Collier Group Homes in Red Bank, counseling teenage girls. While she was attending Northeastern, Janis served as Program

Department continued on page 12
Employee Holiday Gathering
December 15, 2006
Together We Can Succeed!
2006 Employee Honor Roll of Donors

Campaign Goal: $100,000
Total Number of Donors: 430
Total Gifts: $126,628
Full Time Employee Participation Rate: 44%

The support of our employees is important and always appreciated. The Committee would like to individually thank all who have helped reach our goal by making a gift or pledge towards the 2006 campaign. They are as follows:

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West, Katherine
White, Stephanie
Widdis, Linda
Wieneck, Nancy
Worth, Maureen
Wortman, Judy
Wulfedette, Clint
Youdin, Robert
Young, Bonnie
Zeliniski, Kenneth

The Employee Giving Campaign Honor Roll reflects gifts received from January 1, 2006 – December 31, 2006.

Diamond $50,000+  Platinum $25,000-$49,999  Gold $10,000-$24,999  Silver $5,000-$9,999

Bronze $2,500-$4,999  Blue $1,000-$2,499

University Circle $1-$5999

Employee Campaign Committee Leader
Meet the Hardware Technicians of Network Computing Services:

Clockwise from left:
1. The Platform Party
2. Distinguished Alumni Award recipient and Professor Emeritus, Richard W. Benjamin '61 and Trustee Marti S. Egger '81.
4. Trustee M. Monica Sweeney, M.D. and President Paul G. Gaffney II present Stephen L. Hoffman, M.D., DTMH (left) with Honorary Degree

October 11, 2006
Clifford Rowley

Cliff joined the Athletics department as the Assistant Athletics Director for Marketing, Promotions and Spirit on September 25, 2006. He had last worked for the New York Yankees and was with them for six-and-a-half years. His most recent role was as the Assistant Director for Stadium Operations, and prior to that Cliff was the manager for Sponsorship Services. He graduated with a B.S. in Sports Management from the University of Massachusetts at Amherst.

Karen Harris

Karen was selected as Computer Trainer for Instructional Technology Services, and became part of their team on November 1, 2006. Karen was employed at Columbia University in New York for the past thirteen years in several different capacities. Her most recent position was as Trainer and Computer Consultant. Karen received a B.A. in Russian Area Studies as well as an M.A. in Computing and Education from Columbia University.

Jennifer Loysen

Jennifer was appointed Assistant Director of the Annual Fund on September 11, 2006. She was previously Marketing Coordinator of the Partnership in Philanthropy in Chatham, New Jersey and also worked for Kaleidoscope of Hope and the American Cancer Society. Jennifer is an active member of the Association of Fundraising Professionals and graduated from Monmouth University with a B.S. in Management.
in order to graduate,” explains Carrie. “Student teaching is the last nine credits needed for their teaching credentials. Carrie advises them to take Tutoring Center or the Writing Center. In addition, all students are encouraged to receive help from their professor, the faculty to assist students who may show signs of struggling and various academic offices. She also works closely with the Academic Counseling, Undergraduate Admissions, Graduate Admissions, and Records, Undergraduate Admissions, Graduate Admissions and various academic offices. She also works closely with the faculty to assist students who may show signs of struggling with a particular class, utilizing the Monmouth Early Warning System (MEWS). The School of Education requires students to maintain a 2.75 grade point average. If students fall below that, they are either placed on probation for a semester or required to change their major to something other than education. Students are encouraged to receive help from their professor, the Tutoring Center or the Writing Center. In addition, all students must take and pass the Praxis II exams to receive certification for their teaching credentials. Carrie advises them to take the tests during their junior year, so it can be retaken again if necessary. “Student teaching is the last nine credits needed in order to graduate,” explains Carrie.

The most enjoyable part of Janis’ job is creating long-lasting relationships with students and utilizing her counseling skills. “It’s nice for students to have options; they may seek mentoring from faculty members, and still come to Carrie or me for additional advice.” Janis describes the most rewarding aspect of her job as watching students grow from sophomores to seniors. “There is a huge difference in their maturity. When they succeed in student teaching, I feel like I have also succeeded and made a difference.” Janis also feels very fortunate to work at MU. “This is a very nurturing environment with small classes and wonderful faculty who make the time to mentor students.” Janis describes the ELSE faculty as very special and is thankful for the association she has had the privilege of making with them. “We all work together. If a student is having a problem, we discuss each situation as a team to find the best solution.” Instituting affiliations with other departments in equally important to Janis, especially since the ELSE students have double majors.

Janis feels that her greatest accomplishment is being happy in her career: “it is a wonderful feeling to have a passion for your job and enjoy what you do.” She is most proud of her four children. Her eldest daughter graduated from MU with a B.S.W. and went on to New York University to receive an M.S.W. Two of her sons are college students and her youngest son is in high school. Janis loves the theatre as well as museums and spends a lot of time in New York. She and her family also enjoy traveling to Israel and are looking forward to an upcoming trip there.

Carrie Digironimo is a full-time Program Advisor for ELSE and works with undergraduate, graduate and transfer students. She monitors undergraduate student academic audits to make sure that they are taking the right courses in the correct sequence, to ensure that they will be ready to student teach and graduate at the end of their senior year. Carrie meets with students prior to registration to discuss the next semester and academic year. She assists students with registering for classes, course substitutions, change of major forms and monitors course waitlists. Carrie keeps continuous contact with departments such as the LCAC, Study Abroad, Registration and Records, Undergraduate Admission, Graduate Admission and various academic offices. She also works closely with the faculty to assist students who may show signs of struggling with a particular class, utilizing the Monmouth Early Warning System (MEWS). The School of Education requires students to maintain a 2.75 grade point average. If students fall below that, they are either placed on probation for a semester or required to change their major to something other than education. Students are encouraged to receive help from their professor, the Tutoring Center or the Writing Center. In addition, all students must take and pass the Praxis II exams to receive certification for their teaching credentials. Carrie advises them to take the tests during their junior year, so it can be retaken again if necessary. “Student teaching is the last nine credits needed in order to graduate,” explains Carrie.

Carrie describes her job as exciting and challenging. “Our department is continuously improving programs and moving forward.” Once each semester, an orientation session is held during the first week of classes, including freshmen, sophomores, transfer students and those who have changed majors. This past fall, all eligible students from the School of Education were invited. “Deans and Advisors spoke and faculty were on hand during the program. It was a great success and we were pleased with the turnout.” She also practices advanced planning with students, plotting out beyond the current school year. “This helps individuals know how many credits they will need per semester to successfully complete the program and if they must attend summer classes to achieve their goal.” Additionally, Carrie advises a smaller caseload of students for Curriculum and Instruction and registers graduate students if they need help. She is also currently working 2-4 hours per week with freshmen from the First Year Experience program.

Several years ago, Carrie decided she wanted to change careers and obtain her teaching credentials. She previously worked as a customer-service specialist placing temporary help, “I had young children and enjoyed watching them grow and learn new things. I was proud that I played a positive role in their development. I decided that I wanted the opportunity to provide similar results with other children.” Carrie graduated from Monmouth University in 2004 with an M.A.T. While Carrie was substitute teaching and searching for a full-time position in education, she was placed by her former employer, Spherion Staffing, to fill in as an academic advisor at MU to cover a maternity leave. After completing that assignment, Carrie filled in for several other positions in the School of Education before finding her new home in ELSE. “I truly enjoy working with the students and getting them on the right path to graduate. It is very satisfying to watch a nervous freshman grow into a confident, professional teacher.” Becoming a Program Advisor is one of Carrie’s greatest accomplishments. She is currently taking classes towards a master’s degree in Educational Counseling. “I want to be the best that I can be in my profession.”

Carrie is very thankful to her husband Frank, and ten-year-old twins, Anthony and Dagney, for being so supportive of her. “I am very blessed to have such a loving, wonderful family.” Carrie is very proud of her son and daughter, who are currently blue belts in karate. They enjoy spending time together and relaxing on weekends.

The Office Coordinator of Educational Leadership and Special Education is Margaret Checton. She has been with the department since August 2005 and works very closely with faculty, staff and students. Margaret makes sure that the office in order and handles the phones, which can keep her very busy, especially in the beginning of the semester. She finds the MU website to be very helpful to students and once she walks them through using it, they become comfortable doing so on their own. Book orders are also very time-consuming. She must verify current editions that faculty members request, due to constant changes in New Jersey law. “Sometimes books are out-of-print, and professors are forced to change the syllabus,” explains Margaret. “This is a very progressive field, and I enjoy the challenges.” She also enjoys proofreading and editing for the department. Additionally, Margaret supervises seven undergraduate part-time student employees and four graduate students. Their work schedules are split up over the week for various times and peak periods. Margaret describes, “for example, late afternoon there is a high volume of activity in our department when adjuncts and full-time faculty are coming in to teach evening courses.”
What’s New at MU?

MU Named NJ Clean Energy School of the Year

Solar panels recently installed on the roofs of Bey Hall, Boylan Gymnasium, the Rebecca Stafford Student Center and the Facilities Management building are now generating electricity, enough to meet at least 6 percent of the campus' needs. The solar panels will help the University reduce its energy costs during times of peak demand.

The project is the largest of its kind at an institution east of the Mississippi River. The plan cost about $2.8 million, which was partly offset by a $1.7 million grant the University received through the state Board of Public Utilities’ Clean Energy Program. The State named Monmouth University the NJ Clean Energy School of the Year.

On November 13, 2006 members of the University community attended a ribbon-cutting ceremony in front of Bey Hall to officially celebrate bringing the solar power system online. Representatives from the State Board of Utilities and our solar vendor, PowerLight, were also present.

Updated Code of Ethics Policy

A revised code of ethics was approved by the Board of Trustees for all employees. It reflects changes made as a result of recent legal developments as well as recognized business practices. The content also reflects the input from faculty, administrators and staff. It contains much helpful guidance in your role as a University employee. If you have not already familiarized yourself with it, please take a moment to do so by visiting http://www.monmouth.edu/resources/ogc/ethics.asp.

Smoking Policy Reminder

• Smoking is permitted on the grounds of the campus; however, smoking inside campus buildings is not permitted.

• Individuals exiting a University building to smoke are required to stand at least 25 feet from the entrance and are required to utilize appropriate receptacles to discard cigarettes.

• The University urges due consideration for others and compliance with safety measures while smoking.

• Outside groups who utilize University facilities are required to comply with this policy.

• Appropriate disciplinary action will be taken against individuals who do not comply with this policy.

Margaret first joined Monmouth University in November 2004 as an Administrative Assistant for the Center for Rapid Response Database Systems. After her position was eliminated in 2005, she was happy to find herself back at MU, working for the School of Education, a short time later. Prior to working here, Margaret enjoyed a twenty-year career with Bell Labs in Holmdel. “I started out in the stenography pool,” laughs Margaret. She served in various roles there, working her way up from Administrative Assistant, to Computer Administrator and finally Telecommunication Planner. After leaving Bell Labs, Margaret attended Brookdale Community College for a certificate in Office Technology in the Microsoft Office Suite. She took a weekend position there, tutoring in the Computer Science Lab. Margaret also volunteered as a catechist and taught religious education to third-graders for one year. She decided she really wanted to work at MU and began constantly checking the website until the right opportunity arose.

Working at the University is something Margaret thoroughly enjoys. She loves every aspect of her job, including the incredible people that she works with: “the students are great and the faculty phenomenal.” Margaret considers herself lucky to be surrounded by kindness, compassion and humanity, coupled with such strong intellect and intelligence.

Margaret loves to read, garden and cook. She finds sewing very relaxing, and is personally proud of herself for getting straight A’s and making the Dean’s List when she returned to school at night, while working seven days per week.

Interested in Educational Leadership and Special Education?

Visit McAllan Hall: Room 126

Call: 732-571-3437

Web Address:
http://www.monmouth.edu/academics/deptlinks/edleadership.asp
Do you have a question about benefits?

Just...

Ask Robyn,

_I remember seeing information regarding a new Long-Term Care insurance for employees of Monmouth University. Is it too late to enroll in this benefit?

What would you do if you, your spouse/qualified same-sex domestic partner or one of your parents suddenly became unable to care for themselves and needed assistance with the most personal daily activities, like bathing or dressing? While most of us prefer not to think about this possibility, many of us have known friends or family members faced with this predicament. All of us must consider the possibility of needing that assistance as well as the estimated costs associated with receiving that care. In addition to conventional nursing home coverage, the policy covers services received in your own home and certain other types of care facilities.

The new Long-Term Care insurance program is open for enrollment at any time during the year. If you wish to apply for this benefit, you will be required to submit an application and provide evidence of insurability. Please note that you could be declined participation in this program based on your health history.

The long-term care insurance is underwritten by John Hancock Life Insurance Company, one of the premier long-term care insurance carriers. Your age when you first enroll, determines your monthly premium rate for coverage that you buy now. The younger you are when you enroll, the lower your cost will be. Even if you leave or retire from Monmouth University, you may continue your coverage at the same group rate at which you enrolled.

Eligible active employees and their eligible spouses/qualified same-sex domestic partners pay premiums through payroll deduction from the eligible active employee’s paycheck. All other applicants will have the option of paying their premiums through automatic bank withdrawal or direct billing.

For more information or to request an enrollment kit, please call John Hancock at 1-800-482-0022 or visit the Monmouth University long-term care website by logging on to: http://monmouth.jhancock.com (username: monmouth; password: mybenefit). Enrollment kits are also available in the Office of Human Resources.

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 email attachment in to 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.

Answer to Have You Seen This?

This decorative Aztec-themed fountain with ceramic crocodile heads at its base is one distinctive feature of the penthouse solarium in Wilson Hall.

Added to the Shadow Lawn mansion after construction was nearly complete, the solarium was among the few rooms that departed from eighteenth-century French designs of the other rooms. You can read more about the history of Wilson Hall in the Self-Guided Tour booklet produced by the Admission office.

IMPRACTICAL DATES

March
9  Spring Holiday
15  Medical Voluntary Incentive Program: 3rd Quarterly Payment

April
16 - 27  Open Enrollment: Medical, Dental, Vision and Medical Voluntary Incentive Program
18  Staff Appreciation Day
18  2nd Annual Employee Benefits Fair
26  Children to Work Day

May
9  Awards and Recognition Luncheon
16  Commencement
28  Memorial Day Holiday

This decorative Aztec-themed fountain with ceramic crocodile heads at its base is one distinctive feature of the penthouse solarium in Wilson Hall.