

KEAN UNIVERSITY

November 28, 2018

Secretary Zakiya Smith Ellis, Ed.D.
New Jersey Department of Higher Education
P.O. Box 542
Trenton, NJ 08625-0542

Dear Secretary Smith Ellis:

I am glad you found my letter and accompanying information about Wenzhou-Kean University informative. As you can tell, it has been a long road involving the efforts of many people, and I assure you that the results for our students and our institution make it all worthwhile.

I welcome the opportunity to answer any further questions you have and to clarify any of the information we sent to your attention earlier this month. Let me specifically address some of the questions recited in your email of November 26, 2018.

In response to items 4, 5 and 6 of your original letter, let me first reiterate that salary and benefits for WKU faculty will remain comparable to that at Kean USA. The WKU Board just adopted a salary and benefit system equivalent to that of Kean USA plus three specific enhancements.

1. The reappointed faculty will receive a salary equivalent to what they would have received as Kean USA employees paid on a monthly basis in the local currency. The currency conversion/transfer service is available to all faculty members through the banking system at a monthly cost of \$29 USD. Employees can transfer their WKU compensation to their home country without restriction.
2. Medical and dental benefits for the WKU faculty will remain identical to what it is now through Cigna Global Health Benefits. There is no change in the health insurance provisions that are currently in force.
3. Sick and vacation day benefits will remain identical to what is currently provided to WKU faculty.
4. The existing relocation, housing, travel and professional development allowances will continue at the current level, no change.

OFFICE OF THE PRESIDENT

5. WKU Faculty that are currently eligible for retirement benefits will receive the same benefits with the current employer match of 8 percent. As an enhancement for WKU employees, those who currently do not have an employer sponsored retirement plan (mostly non-American employees) will begin to receive a monthly employer provided retirement benefit of 4 percent during their second year of service, 6 percent during their third year of service and 8 percent during their fourth year of service. The cap of 8 percent will continue during the subsequent years. This is a significant enhancement for about 50% of our WKU Faculty.
6. Another enhancement is the availability of multi-year contracts beginning at the third year of employment at Wenzhou-Kean, something that is not currently available to the Kean USA employees.
7. An additional enhancement is a discount of 80% in tuition for dependents of WKU faculty to attend Wenzhou-Kean.

This benefit package with its enhancements was adopted by WKU Board, and will go into effect July 1, 2019. Another important enhancement not only for benefits, but also to ensure academic freedom, is the adoption of a tenure policy for WKU faculty. Tenure is very uncommon in China and its adoption by the board shows a clear understanding on the part of our Chinese partners of the value of tenure and its impact on academic freedom. Since the start of Wenzhou-Kean University in 2012, there has been no interference in the academic operations of Wenzhou-Kean University and faculty have enjoyed full academic freedom. The WKU Tenure policy term sheet and adopting resolution shows the equivalency to that of Kean USA (see attached).

I want to emphasize that Kean University is in full control of the academic operations of WKU. It selects and verifies the credentials of the faculty using the Kean USA system and the final recommendations are made by the Kean University President (see attachment R218/11)

The values important to this University are repeatedly emphasized in all the communications and recommendations of Kean USA to the Wenzhou-Kean Board. One such example is the nomination of the Kean USA President of the WKU Chancellor, which clearly states the understandings and the values dear to higher education in the United States and at Kean USA. (see attached letter to the board).

While I was not a recipient of the KFT missive of October 23rd, it has been shared with me and the Master Contract you have requested is available here <http://www.cnjscl.org/AFT%20FT%202015-2019%20final%20contract.pdf>.

In regards to question number 9, Kean University has not sold any assets, tangible or intangible to Wenzhou-Kean. It continues today as an equal partner in a truly global higher education initiative. In fact, Wenzhou-Kean this year paid \$1.5 million to Kean USA to support curriculum development for all Kean University Campuses. In addition, our current financial agreement, sent to you on November 16, 2019 provides Kean USA with 9% of the Wenzhou-Kean tuition revenue. This is in addition to the revenue Kean University receives from WKU students choosing to do a semester or year at Kean USA (approximately \$7.5 million USD to date).

Regarding question number 10, we are not aware of any Homeland Security regulations pertaining to this transition, which is the common practice by other American institutions operating in China. If your office has identified any Homeland Security regulations pertaining to this, we would appreciate you sharing that with us so we can address them.

I want to close by stating that the Wenzhou-Kean Board of Directors is the highest decision making authority at WKU and is comprised of business, government and academic leaders from both countries with considerable experience in management and oversight of large institutions. In the last board meeting, the attendees were: Chairman and Kean USA alumnus, Mr. Wang Frank Beijiao, Vice-Chair Ms. Anne Evans-Estabrook, Mr. Upendra Chivukula, Mr. Jim Hynes, Prof. Qu Jia, Dr. Lin Jinbo, Mr. John Kean Jr., Freeholder Alexander Mirabella, Mr. Qian Qiang, Ambassador Clifford Sobel, Ms. Joan Verplank and student representative Liu Zuo. One of the few ways that you might want to assess the success of Wenzhou-Kean University for the benefit of our students, Kean University and our state is to speak to the American members of this board. I would be more than happy to arrange such a meeting at your convenience.

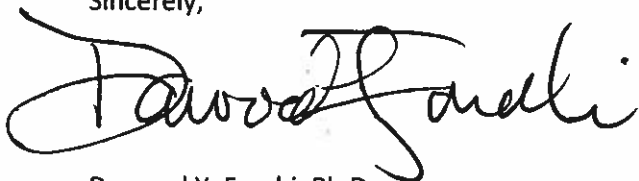
Another measure of developing a deeper understanding of Wenzhou-Kean would be to speak to former Secretary of Higher Education Rochelle Hendricks who was involved in many of the developments and events related to Wenzhou-Kean. As a matter of fact, Dr. Hendricks and Assemblyman Jamel Holley were the individuals that presented a resolution on behalf of the state of New Jersey to Mr. Che Jun, the highest ranking official of New Jersey's sister province Zhejiang Province, in August of 2017 when he visited Kean USA. I've also enclosed a copy of the initial announcement of the potential creation of Wenzhou-Kean University in 2006.

The best measure of success of a University is the outcomes it produces for its students. The outcome for our students requires no explanation. The opportunity to study in a foreign country for a semester or a year is something that many of our students simply were not financially able to do. Wenzhou-Kean has provided such an opportunity for many of our first generation students here at Kean. Thanks to the Sobel Family Foundation in providing close to \$100,000 a year to cover the costs of transportation and some cultural events for our students, the experience and the memories they acquired have been unforgettable.

As I said before, I hope you have an opportunity to come and speak to our students about their experience in China, and to join us for the Wenzhou-Kean Commencement being held on June 1, 2019.

I thank you for your interest, please do not hesitate to call.

Sincerely,

A handwritten signature in black ink, appearing to read 'Dawood Farahi', written in a cursive style.

Dawood Y. Farahi, Ph.D.
President

R2018-09

温州肯恩大学理事会
BOARD OF DIRECTORS
WENZHOU-KEAN UNIVERSITY

关于授权执行温州肯恩大学师资招聘方案的决议
A RESOLUTION AUTHORIZING A WENZHOU-KEAN UNIVERSITY FACULTY
EMPLOYMENT PACKAGE

鉴于： 美国肯恩大学与温州肯恩大学签署了《温州肯恩大学与美国肯恩大学关于师资转移/招聘的协议》，其第一款规定“自2018年7月1日起，美国肯恩大学应帮助温州肯恩大学建立与美国肯恩大学相类似的国际化的师资招聘制度，包括制定标准化的招聘方式和程序、有竞争力的薪酬福利制度和员工政策及手册”；及

WHEREAS: Kean University and Wenzhou-Kean University signed the Agreement on Faculty Transition/Recruitment Between Kean University and Wenzhou-Kean University, Provision 1 of which stipulates that “beginning July 1, 2018 KUSA shall help WKU establish an international faculty recruitment system with standardized hiring practices and procedures, a competitive compensation and benefits system, and employee policies and handbook comparable to that of KUSA”; and

鉴于： 美国肯恩大学与温州肯恩大学同意向温州肯恩大学的教师提供与美国肯恩大学相当的招聘待遇方案；

WHEREAS: Kean University and Wenzhou-Kean University have agreed to provide Wenzhou-Kean faculty with a comparable employment package to that offered at Kean USA;

因此，

作出如下决议：授权温州肯恩大学理事长和美国肯恩大学校长根据招聘方案的提纲签署并执行方案的一切必要

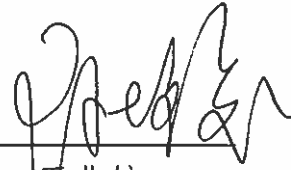
和合理细节,并于下次理事会会议上进行汇报。

THEREFORE,

BE IT RESOLVED: That the Board of Directors of WKU hereby approves the outlined package terms attached and authorizes the Chairman of the Wenzhou-Kean Board of Directors and President of Kean University to execute and implement all necessary and appropriate details and report back to this Board at the next regularly scheduled meeting.

本决议于2018年11月27日通过。

Adopted and duly certified at the Board meeting on November 27th 2018



理事长: 王北较

Chairperson: Wang Beijiao

Wenzhou Kean University
Faculty Transition Agreement
Salary and Benefit Summary

November 27, 2018

- 1) Re-appointed faculty members will receive a salary at least equivalent to what they would have received as a Kean University employee, paid monthly in Chinese currency. The monthly salary will be the equivalent of a dollar based annual salary and will be adjusted upward/downward based on the published foreign exchange rate (middle rate) by the People's Bank of China 5 days prior to the pay date. In addition, a currency conversion/transfer service will be made available to faculty members through a local banking institution for a monthly cost of 200 RMB (approx. \$29.00 USD). Employees are permitted to transfer their monthly/annual WKU based compensation to their home country without restriction.
- 2) Medical and dental benefits at current coverage levels provided through Cigna Global Health Benefits, the existing health insurance provider.
- 3) Sick and vacation days identical to what is currently provided.
- 4) Continuation of existing relocation, housing, travel, and professional development allowances at current levels.
- 5) If an employee is currently eligible for retirement benefits, then they will receive a retirement benefit in an amount equivalent to what is currently received (8%). If an employee is currently not eligible for retirement benefits, and has completed at least one academic year at WKU, then they will receive retirement compensation, paid monthly, in an amount equal to 4% of their salary in year 1 (2019/20), 6% of their salary in year 2 (2020/21), and 8% of their salary in year 3 (2021/22). The retirement benefit is capped at 8% for all employees.
- 6) Consideration for a multi-year contract upon the beginning of an employee's 3rd year of employment. In addition, work permits will mirror the length of the employee's contract term.
- 7) Eligibility for a dependent/spousal tuition discount of 80% for qualified family members.

R2018-10

**温州肯恩大学理事会
BOARD OF DIRECTORS
WENZHOU-KEAN UNIVERSITY**

**关于采纳温州肯恩大学终身制教师政策的决议
A RESOLUTION ADOPTING A WENZHOU-KEAN UNIVERSITY TENURE POLICY**

鉴于： 美国肯恩大学与温州肯恩大学签署了《温州肯恩大学与美国肯恩大学关于师资转移/招聘的协议》，其第一款规定“自2018年7月1日起，美国肯恩大学应帮助温州肯恩大学建立与美国肯恩大学相类似的国际化的师资招聘制度，包括制定标准化的招聘方式和程序、有竞争力的薪酬福利制度和员工政策及手册”；及

WHEREAS: Kean University and Wenzhou-Kean University signed the Agreement on Faculty Transition/Recruitment Between Kean University and Wenzhou-Kean University, Provision 1 of which stipulates that “beginning July 1, 2018 KUSA shall help WKU establish an international faculty recruitment system with standardized hiring practices and procedures, a competitive compensation and benefits system, and employee policies and handbook comparable to that of KUSA”; and

鉴于： 美国肯恩大学建议温州肯恩大学采纳《温州肯恩大学终身制教师政策》；

WHEREAS: Kean University has recommended Wenzhou-Kean University to adopt the *WENZHOU-KEAN UNIVERSITY TENURE POLICY*;

因此，

作出如下决议： 采纳《温州肯恩大学终身制教师政策》(如附件)。

THEREFORE,

BE IT RESOLVED: That the Board of Directors of WKU hereby approves to adopt a Wenzhou-Kean University tenure policy (as attached).

本决议于2018年11月27日通过。

Adopted and duly certified at the Board meeting on November 27th 2018



理事长：王北铰
Chairperson: Wang Beijiao

Tenure for faculty members at Wenzhou-Kean University

Faculty members at Wenzhou-Kean University shall be under tenure in their academic rank, but not in any administrative position, during good behavior, efficiency and satisfactory professional performance, as evidenced by formal evaluation and nomination by Kean USA and shall not be dismissed or reduced in compensation except for inefficiency, unsatisfactory professional performance, incapacity or other just cause after employment at Wenzhou-Kean University for

(1) 6 consecutive calendar years; or

(2) 6 consecutive academic years, together with employment at the beginning of the next academic year; or

(3) the equivalent of more than 6 academic years within a period of any 7 consecutive academic years.

Faculty members who have achieved tenure under their employment with Kean University at Wenzhou-Kean University shall continue to have tenure under this policy but shall have no rights to tenure at Kean USA.

Consistent with the current practices at Wenzhou-Kean University, good behavior, efficiency and satisfactory professional performance shall be evaluated by Kean USA during the nomination process utilizing the existing procedures at Wenzhou-Kean University. These procedures will continue to embody as core evaluative measures a faculty member's mastery of subject matter, effective teaching, scholarship, service and professional growth and will be evaluated consistent with accepted practices at Kean USA including but not limited to strict adherence to principles of Academic Freedom. The Wenzhou-Kean University Vice-Chancellor for Academic Affairs is responsible for assisting the Kean USA Provost in conducting the final evaluations prior to recommendation to the Kean USA President.

Tenured Wenzhou-Kean faculty must be certified by the Kean USA Provost every two years or they are not eligible to teach.

R2018-11

温州肯恩大学理事会
BOARD OF DIRECTORS
WENZHOU-KEAN UNIVERSITY

关于通过教师续聘事宜的决议
A RESOLUTION APPROVING FACULTY REAPPOINTMENTS

鉴于： 美国肯恩大学与温州肯恩大学签署了《温州肯恩大学与美国肯恩大学关于师资转移/招聘的协议》，其第二条规定：“若没有美国肯恩大学校长事先书面的提名和推荐，温州肯恩大学不得聘任、续聘或者不再续聘任何教师”；及

WHEREAS: Kean University and Wenzhou-Kean University signed the Agreement on Faculty Transition/Recruitment Between Kean University and Wenzhou-Kean University, Provision 2 of which stipulates that “no faculty appointment, reappointment or non-reappointment may be approved without the prior written nomination/recommendation of the President of KUSA”; and

鉴于： 美国肯恩大学校长已向温州肯恩大学理事会提交了《2019-2020 学年美国肯恩大学校长向温州肯恩大学理事会提名续聘的教师名单》（如附件）；


WHEREAS: *The President's Nominations to the Wenzhou-Kean University Board of Directors for Official Action on Faculty Reappointment for the Academic Year 2019-2020* has been submitted to the Wenzhou-Kean University Board of Directors;

因此，

作出如下决议： 同意续聘《2019-2020 学年美国肯恩大学校长向温州肯恩大学理事会提名续聘的教师名单》中推

本决议于2018年11月27日通过。

Adopted and duly certified at the Board meeting on November 27th 2018



理事长: 王北较
Chairperson: Wang Beijiao



November 26, 2018

Mr. Wang (Frank) Beijiao,
Chairman
Wenzhou-Kean University Board of Directors

Dear Chairman Wang and members of the Wenzhou-Kean University (WKU) Board of Directors:

As required by the WKU Articles of Association, I had the opportunity to interview Dr. Li Wang for the position of Wenzhou-Kean University Chancellor.

In our discussion, I was clear and Dr. Wang fully understood the independence of the academic operations of WKU as managed by Kean University (KUSA). I was also clear and he understood KUSA's total control of the record keeping and registration process at WKU. We discussed the importance of academic freedom for faculty as well as the total compatibility of the academic curriculum of WKU with KUSA as well as full compliances with the standards of excellence as promulgated by the Middle States Commission of Higher Education. He understood that we hold these values sacred and they are the most important tenets of higher education in the United States and at Kean USA.

After this conversation and our mutual understanding, I am pleased to recommend to the Wenzhou-Kean Board of Directors, Dr. Li Wang (resume attached) for the position of Chancellor at Wenzhou-Kean University.

Sincerely,

Dawood Y. Farahi, Ph.D.
President

OFFICE OF THE PRESIDENT





Administrative Report

KEAN UNIVERSITY

A Special Kean University - Wenzhou Agreement Edition

KEAN UNIVERSITY TO OPEN THE FIRST AMERICAN UNIVERSITY IN CHINA

In an historic ceremony on May 8, Kean University officially announced that it will be the first American university to open an extensive and University campus on Chinese soil in September 2007. The new campus will be located in Wenzhou, Zhejiang Province – one of the richest provinces in China with the highest growth rate. It will be in full operation by 2010 and will enroll up to 4,000 students.

The agreement establishing Kean University – Wenzhou was signed in the Kean Hall Conference Center by Kean University President Dawood Farahi and Chairman of the Standing Committee of the Zhejiang Provincial People's Congress Xi Jinping.

The construction project and all costs of operating the University will be paid for through tuition and financing provided by the municipal and provincial governments in China. There will be no cost to Kean University or the state of New Jersey. "Education is a highly desirable commodity, and we will be providing the graduate and undergraduate programs that we do best – education, public administration and business," said Farahi.

All classes will be taught in English by American professors with all accreditation standards being held to those established by the Middle States Accreditation body, and students will earn degrees issued by Kean University. Kean will supply all academic personnel, programs and course materials. Furthermore, students in China will have access to the Kean University library system



Dr. Dawood Farahi, president of Kean University (left), and Xi Jinping, chairman of the Standing Committee of the Zhejiang Provincial People's Congress



Vice President for Administration of Finance Philip Connelly (center) signs the Kean University - Wenzhou agreement. Connelly is flanked by co-signers Alan Xu of the U.S.-China Friendly City Association (left), and Alexander Mirabella, chairman of the Union County (N.J.) Board of Chosen Freeholders (right).

through the Internet while ensuring that there will be no censorship of available materials. All academic matters will mirror those used in the United States. Kean students will also have opportunities to study in China while paying only the in-state tuition and fees they would pay if residing in New Jersey.

Chairman Xi was optimistic about the prospects of this partnership. "The future depends on how we can fulfill our commitments. The task before our eyes is how to build on our past successes," said Xi through an interpreter. "I'm delighted that Zhejiang and New Jersey have conducted all-around cooperation in economy, culture, science and technology, and education as epitomized by today's signing ceremony."

Robert Cockren, chairman of the Kean University Board of

continued on page 2

FIRST AMERICAN UNIVERSITY IN CHINA

continued from page 1

Trustees, spoke of the worldwide impact of this agreement. "In our global market, this is a great step forward to allow our students to travel to the People's Republic of China and learn about their culture, and, at the same time, we will have our own professors teaching Chinese students in English," said Cockren. "This is further evidence of the globalization of education in our economy."

Sen. Raymond Lesniak served as an official witness to the historic signing and spoke of its importance. "This new initiative will take Kean University, its students and New Jersey to another level," said Lesniak. "It will open the door to a stronger exchange of ideas, and it will lay the groundwork for an expanded economy for New Jersey, Zhejiang and Wenzhou."

Others in attendance were likewise excited by the new agreement. "It's good economics, and it's good education," said former New Jersey Gov. Donald DiFrancesco. "I think it's a win-win."

New Jersey Assemblyman Upendra Chivakula agreed. "I think it's fantastic that Kean University is expanding overseas," said Chivakula. "President Farahi has been on the leading edge trying to take American education globally."

The Chinese visitors were entertained throughout the dinner by some of Kean University's finest musicians, including singer Jennifer Vaughn, who recently graduated with a Master of Arts in communication studies; Kean music majors Justice Welp (violin), Monica Fontaine (piano) and Diego Gallardo (guitar); dancers Johanna Dilone, Alicia Mele, Krystina Miller, Dana Panarella and Lindsay Pish; and concert artist in piano Allison Brewster Fanzetti.

The City of Wenzhou, Wenzhou University and Zhejiang Province selected Kean University as its partner because of a longstanding relationship that started approximately five years ago. Two classes each of 25 Wenzhou officials traveled to Kean University over the past five years and spent 15 months here earning Master of Public Administration degrees. These same officials have risen in government positions in the province and reached out to Kean to establish the full University campus in Wenzhou.

Earlier in the day, Gov. Jon Corzine signed an extension of the 25-year sister-state agreement between New Jersey and Zhejiang Province. Farahi was in attendance to witness the historical signing ceremony where Corzine praised Kean's efforts to expand educational opportunities. "I think that what Kean is attempting to do by putting together academic relationships between Wenzhou and itself is a tremendous way for us to advance cultural interaction," said Corzine.



President Dawood Farahi views a document with New Jersey State Sen. Raymond Lesniak.



Chairman of the Zhejiang Provincial People's Congress Xi Jinping and New Jersey Gov. Jon Corzine



Chairman of the Kean University Board of Trustees Robert W. Cockren, Esq. and former New Jersey Gov. James E. McGreevey



Dr. Jon Larson and Shen Minguang



Lu Gaozhao and former New Jersey Gov. Donald DiFrancesco



Chairman of the Kean University Board of Trustees Robert W. Cockren, Esq. and Vice Chair Dr. Vivian Rodriguez



Members of the Chinese delegation and Kean University administrators and trustees gather in Kean Hall.



Trustees Lester Aron and Ada Morell with Speaker Emeritus of the New Jersey State Assembly Albio Sires



Steve Fastook H'06 and member of the Kean Foundation Board welcomes a visitor.



Jennifer Vaughn



Diego Gallardo



Allison Brewster Franzetti



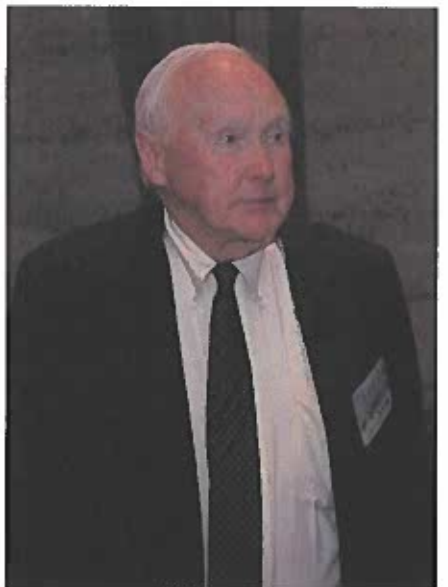
Members of the Kean Dance Theatre entertain during the reception for the Chinese and American dignitaries.



New Jersey State Assemblyman Upendra Chivakula shares a light moment with President Dawood Farahi.



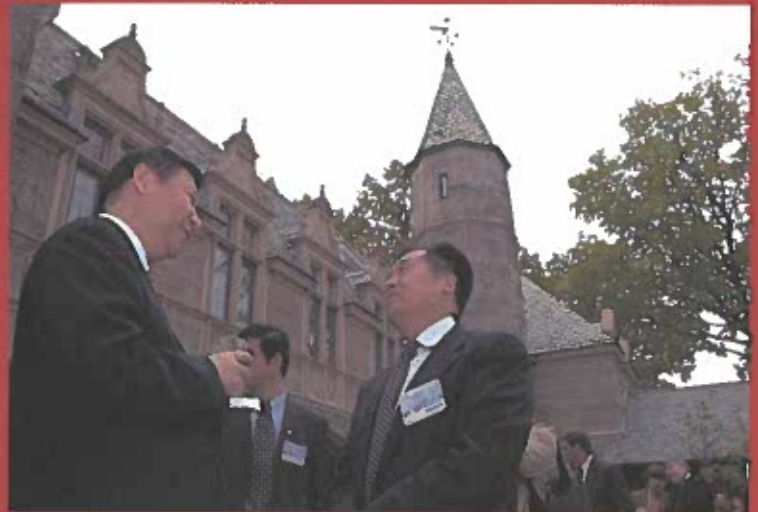
Violinist Justice Welp and pianist Monica Fontaine



Sen. Jack Ewing



Kean University mascot with Don Conklin, Gala honoree 2006



Xi Jinping and Wang Jianman



Trustee Linda Lewis and John Kean



(l-r) Alan Xu, U.S.-China Friendly City Association; Phil Connelly, vice president for Administration and Finance; Alexander Mirabella, chairman of the Union County (N.J.) Board of Chosen Freeholders; and Xu Zhixiang



(l-r) Huang Maofa, Helen Lai and former New Jersey Gov. James E. McGreevey



Kean University President, Dr. Dawood Farahi, and Vice Governor of the Zhejiang Provincial People's Congress Zhong Shan, as they sign the official agreement, witnessed by members of the two states' delegations.



The Kean Hall courtyard serves as a place to relax for Chinese dignitaries before the dinner inside Kean Hall.



Trustee Eugene Enlow with his wife Shelley



Kean University administrators Philip Connelly, vice president for Administration and Finance (second from left), and Dr. Michael Searson, acting dean of the College of Education (second from right), proudly share in the special occasion with Chinese dignitaries.



(l-r) Trustees Lester Aron and Frank X. McDermott with John Kean



The standards of the People's Republic of China, Kean University, and the State of New Jersey, signify the landmark cooperation among the signatories.



(l-r) Doug Nelson, vice president for Institutional Advancement and president of the Kean University Foundation, Robert F. Sommers, Kean University Foundation Board member, and Dr. Vinton Thompson, provost and vice president for Academic Affairs



Chilling Tong, deputy assistant secretary for Asia and the Pacific, International Trade Administration, U.S. Department of Commerce





President Dawood Farahi (left) admires a gift, presented by Chairman of the Zhejiang Provincial People's Congress Xi Jinping (center), with Chairman of the Kean University Board of Trustees Robert W. Cockren, Esq. (right).



(l-r) Dr. Michael Searson, Audrey Kelly, William DeGarcia and Robert W. Cockren, admire a gift as it is unfolded by Xu Zhixiang.

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