BOARD OF TRUSTEES
BERGEN COMMUNITY COLLEGE
April 1, 2015
PUBLIC MEETING OF THE BOARD OF TRUSTEES

The Public Meeting of the Board of Trustees of Bergen Community College was held on April 1, 2015, in TEC-128BC at Bergen Community College, 400 Paramus Road, Paramus, New Jersey. Mr. E. Carter Corriston, Chairman, called the meeting to order at 5:00 p.m. and the following announcement was made:

"The notice requirements of the Open Public Meetings Act of the State of New Jersey have been satisfied by the inclusion of the date, time, and place of this meeting in a notice posted in the first floor main lobby of the Pitkin Education Center of Bergen Community College and mailed to The Record and The Ridgewood News, and filed with the Clerk of the County of Bergen."

ROLL CALL

Present
Mr. Philip Ciarco, III
Mr. E. Carter Corriston
Mr. James Demetrakis
Dr. Jo-Anne Mecca
Mr. Anthony Miller
Mr. James Napolitano
Mr. Michael Neglia
Ms. Irene Oujo
Ms. Victoria Tahhan

Also Present
Dr. B. Kaye Walter, President
Ms. Judy A. Verrone, Esq.

Regrets
Ms. Dorothy Blakeslee
Ms. Norah Peck

PLEDGE OF ALLEGIANCE
Chairman E. Carter Corriston led those present in the Pledge of Allegiance to the Flag of the United States of America.

Vice-Chairman’s Report
Vice-Chairman Ciarco was honored to attend a Leadership Class along with Secretary James Napolitano and President Walter regarding "Entrepreneurship". Vice-Chairman Ciarco and Secretary Napolitano had a wonderful time with the students.

On March 31, 2015, Vice-Chairman Ciarco attended the induction ceremony of the Alpha Epsilon Phi Chapter of Phi Theta Kappa. At the regional conference, Bergen Community College was recognized and received nine outstanding awards.
Board of Trustees Minutes
April 1, 2015
Page 2

➤ The Regional Coordinator Award – President B. Kaye Walter

The Regional Coordinator's Award gives recognition to a College President, College Administrator, or an individual within the community who has demonstrated continued support of the people, programs and priorities of Phi Theta Kappa on the Chapter, Regional and International levels.

➤ Distinguished Chapter Award

➤ Distinguished Chapter Officer Team Award

➤ Gold Chapter Award

➤ Five Stars Chapter Award

➤ Distinguished Honors In Action Project Award

➤ Honors In Action Theme Award

➤ Distinguished Member Award – Samuel Desind

➤ Paragon Award for New Advisor

Ms. Noemie Broussoux-Coutard, a Bergen Community College student was elected as the Middle States Regional President for the upcoming year. She will attend the International Convention in San Antonio, Texas, next month where the Regional Coordinator and she will be recognized during the closing session. A total of 380 new members were inducted into the chapter which was a new record.

See attached program for Phi Theta Kappa, Alpha Epsilon Phi Ceremony.

Secretary's Report
Secretary James Napolitano recommended approval of the minutes from March 3, 2015, and the Consent Agenda, April 1, 2015.

Treasurer's Report – Audit and Finance Committee/Legal
No Treasurer's Report.

Personnel Committee
Chairman James Napolitano noted that the Personnel Committee reviewed the resolutions and recommends approval of the Personnel Resolutions P1 to P6.

President's Report
President Walter recognized and congratulated the Phi Theta Kappa officers and members for receiving several awards at the ceremony. This is a wonderful achievement. Dr. Walter, Dr. Mullaney, officers of Phi Theta Kappa will be traveling to San Antonio, Texas, for the international conference and have been notified that they have won at least five international awards at the international conference and anticipate additional awards. This is truly a wonderful year for recognizing their hard work and determination to move the chapter to the next level.
Dr. Susan Barnard has scheduled a week-long celebration of health at Bergen Community College. Dr. Barnard and a team of representatives worked diligently to engage the community and will be kicking off Building Healthy Communities, a Celebration of Health at BCC beginning April 10th, 2015. Dr. Walter shared a list of events so that the community and students can participate with health care providers and representatives to bring awareness to health and importance to students and the community.

New Jersey Sharing Network 5 K Walk – Sunday, April 12, 2015:
Dr. Walter announced that Bergen Community College will be co-hosting with the New Jersey Sharing Network the 5 K Celebration of Life. Team BCC will be participating and invite you to walk with the team and/or give a donation. Please join us!

Dr. Walter and Dr. Mullaney have received numerous requests for credit programming in the Fashion Design area. Dr. William Mullaney will explain the process that we have reviewed with the environmental scan and other information for this program.

Dr. Mullaney began reviewing environmental scans for potential positions in Fashion Design and for transfer students as well. The college has achieved a successful Fashion Design non-credit program retained in the Continuing Education Department. This will be an expansion of the program allowing students to receive credits, degrees and certificates in Fashion Design.

Dean Carmen L. Martinez-Lopez, Ph.D. addressed the board, shared information regarding process of the Fashion Design program. She thanked Dean Codd for her support with this program.

Professor Josh Williams provided a PowerPoint presentation to Members of the Board. See attached slides. A survey was completed by 1,000 students and approximately 60% responded with a positive response to apply to the Fashion Design program. The Fashion Apparel Design program is designed for those students who desire a comprehensive, two year, women's apparel design curriculum. We are in the process of getting the curriculum approved and hoping to start the program fall of 2015.

Professor Williams introduced five Continuing Education students who addressed the board regarding the Fashion Design Program at Bergen Community College. The students would like to continue with their careers in Fashion Design at Bergen Community College to receive credits, degrees and certificates in this program.

Angela Comforti
Adeline Daleus
Elise Rakotmalala
Valentina Nova
Taliyah Allen

Chairman Corriston thanked the students for providing a wonderful presentation regarding the Fashion Design Program.

COMMITTEES

AUDIT AND FINANCE
Trustee Miller recommended approval of resolutions AF1 though AF19.

EDUCATION AND STUDENT AFFAIRS
Chairman Mecca recommended approval of resolutions E/SA 1 to E/SA 3.
FOUN DrATION REPORT
Vice-Chairman Ciarco provided the following information:

Unaudited Report: Monte Carlo Night – Friday, March 27, 2015.
Thanks to the support of all of our sponsors, underwriters, guests and donors of prizes, the BCC Foundation netted $45,749 as a result of the evening. The Monte Carlo Night Committee was pleased to have close to 170 guests for a night of fun while providing scholarships for 45 deserving BCC students!

Save the Date: BCC Golf Classic – Monday, June 15, 2015 at the Upper Montclair Country Club in Clifton, NJ.

PERSONNEL
Chairman James Napolitano noted that the Personnel Committee reviewed the resolutions and recommends approval of the Personnel Resolutions P1 through P6.

SITE AND FACILITIES
Chairman Michael Neglia reported that the Site and Facilities Committee met and offers S/F1 for approval.

STRATEGIC PLANNING COMMITTEE
Vice-Chairman Ciarco reported that the Middle States Steering Committee led by Dr. Yun Kim and Professor Shyamal Tiwari continue to move forward requesting their working groups adhere to the schedule and happy to report that they are on schedule. We are beginning to prepare for Dr. Ender’s visit in October, prior to Middle States visiting Bergen Community College in March, 2016. The Strategic Planning Committee will be meeting on April 28th, 2015 at 10:00 a.m. to discuss the Scholarship programs and availability to students.

LIAISON TO NEW J ERSEY COUNCIL OF COUNTY COLLEGES
Trustee Anthony Miller and Dr. Walter attended a meeting at Union County Community College. They were briefed on the state budget. The state legislature has two challenging situations regarding funding of employer pensions and health benefits. The other area is the funding of the highway trust fund which shortly will be out of money. The counsel feels, at least satisfied, that the Governor is recommending level funding for the community colleges in New Jersey. Many departments in county government will be facing significant decreases. There is a court order with respect to funding of the pensions and how this will all work out, we just do not know. It will be an ongoing concern as far as the state budget is concerned, but at least we can report that the college will be receiving level funding.

Trustee Miller and President Walter were updated regarding legislation pertaining to negotiations. Mr. Giacobbe was the keynote speaker and was very enlightening.

The council will continue to monitor President Obama’s proposal known as the “America’s College Promise Act.” This is a wonderful opportunity if Congress were to pass this proposal. We need to be aware of this proposal and the implications for our students. Trustee Miller requested everyone’s support to your local representatives in supporting this initiative.
ALUMNI TRUSTEE REPORT
Victor Tahhan, Alumni Trustee reported that the Alumni Office has planned a dinner and a theater show for Thursday, April 16th, 2015. Everyone is invited, the show will be performed by our Theater Arts students and the dinner is prepared by our culinary students.

CHAIRMAN’S REPORT
Chairman Corriston congratulated Phi Theta Kappa, Alpha Epsilon Phi in all the awards they received. We are extremely proud of all of you.

UNFINISHED BUSINESS
No unfinished business.

NEW BUSINESS/OPEN TO THE PUBLIC
Laura Hoyos, President Student Government Association updated the board with their achievements. A group of students traveled to Washington, D.C. to volunteer at a Family and Friends Organization – Food Shelter. We held “The Bring Back Our Girls Conference.” This was collaboration with students, faculty and staff and was extremely successful. Women’s History Month is coming to a close and was a great experience. We are working with PTK to host an event on April 30th, 2015, Bergen Live Aid to bring awareness to the P.U.S.H. initiative. SGA is working on a Spirit Week, to be held April 20th to April 23, 2015. We have an internship for a student in the SGA Office from “Turning Points” program. The SGA Office is collecting money for their scholarship fund. Campaigning for the Executive Board will begin on Monday, April 6th, 2015, elections will be held on April 27th and April 28th, 2015.

Dr. Alan Kaufman, Professor of English and Chairperson of Faculty Senate.

Dr. Kaufman stated, “That the Fashion Design curriculum is a good program and very well executed. Everyone involved with this program has done a wonderful job. It probably should be approved since there is a student demand for this program. Bergen full-time faculty members need to be involved with this program and the program needs to be contained in an academic department. In order for this program to be approved it needs to go through the proper process. First, the curriculum is to be approved by the Curriculum Committee. Following this approval, the Senate will review the program at the May, 2015 meeting. Dr. Kaufman is confident that if this is handled in this way it would be approved and go into effect for September, 2015.”

Jeffrey Hering, Adjunct Professor and Vice-Chairman of the AFT – Local 222 at Bergen Community College

Mr. Hering provided an update on “Civic Week”. He thanked the staff at BCC for their continued support as well as Dr. Naydeen Gonzalez-DeJesus, Greg Fenkart and Ralph Choonoo. This will allow students to vote and get involved in the political process.

Mr. Hering informed the board members of the status on negotiations. They are striving to get an agreement. The AFT-Local 222 members would like to come to a proposal that everyone is pleased with. They want to continue to work with the negotiating team, administration and hopefully ratification by the board and ratification of their membership. Once this proposal is passed, the Local 222 Members will continue to work with the staff at BCC and Administration in a positive relationship.
ADOPTION OF MINUTES
The minutes of the March 3, 2015, meeting of the Board of Trustees were approved as submitted, as moved by Trustee James Demetrakis and seconded by Vice-Chairman Philip Ciarco. All were in favor.

CONSENT AGENDA
Chairman E. Carter Corriston recommended the April 1, 2015, Consent Agenda for approval.

Approval for A/F 1 to A/F 19.
E/SA 1 to E/SA 3.
P1 to P6.
S/F 1.

A motion was made by Vice-Chairman Philip Ciarco and seconded by Trustee James Demetrakis. No one opposed. All were in favor.

Trustee Michael Neglia recuses himself from discussing or voting on Resolution - AF3.

Chairman Corriston made a motion to hold an Executive Session Meeting to discuss Personnel matters. A motion was made by Trustee Anthony Miller and seconded by Vice-Chairman Philip Ciarco. All were in favor. The board secretary did not participate in the Executive Session.

CALL TO ORDER
Upon conclusion of the Executive Session, Chairman Corriston called the meeting to order at 5:49 p.m.

NEW BUSINESS/OPEN TO THE PUBLIC
Chairman Corriston made a motion to re-open to the public.

A/F1 - Approval of Legal Voucher – DeCotiis, FitzPatrick & Cole, LLP
Approval is hereby granted for payment of the following legal voucher:

02/02/15 to 02/25/15 DeCotiis, FitzPatrick & Cole, LLP. $ 23,108.03

A/F2 – Approval of Legal Voucher – Schepisi & McLaughlin, PA
Approval is hereby granted for payment of the following legal voucher:

02/16/15 – 03/16/15 Schepisi & McLaughlin, PA $ 732.50

A/F3 – Approval of Legal Voucher – Genova Burns
Approval is hereby granted for payment of the following legal vouchers:

02/06/15 to 02/17/15 Invoice # 277094 Genova Burns $ 536.13

A/F4 – Approval of Labor Voucher – Cleary, Giacobbe, Alfieri, Jacobs
Approval is hereby granted for payment of the following Labor Consulting services:

02/02/15 – 02/27/15 Invoice 31070 Cleary Giacobbe Alfieri Jacobs $ 4,080.88
A/F5 - Authorization to purchase maintenance supplies as needed through discounted catalog pricing on NJ State Contract M-0002 for the period April 1, 2015 through March 31, 2016. Approval is granted to purchase various maintenance supplies as needed from three authorized vendors through competitive catalog pricing on NJ State Contract M-0002, for the period April 1, 2015 through March 31, 2016, at a cost not to exceed $92,000.00. See list below for the vendor numbers and names of the authorized suppliers on the state contract:
79873  Fastenal
79874  MSC Industrial Supply
79875  W. W. Grainger

A/F6 – Authorization to lease a Ricoh 8110S high speed copier for five years as a lifecycle replacement for the current Xerox 4127 expired lease in the Copy Center. Approval is granted to lease a Ricoh 8110S black & white copier for the Copy Center for 5 years from Ricoh USA, as per State Contract #82709, at an estimated cost of $1,481.06 per month which includes delivery, installation, training, software, supplies, and maintenance. Estimated monthly cost is based on leasing cost and an estimated 150,000 copies per month. Additional copies will be charged at $.0040 per copy. See list below for comparison pricing on NJ State Contract based on the estimated 150,000 copies per month for all three vendors.

<table>
<thead>
<tr>
<th>Model</th>
<th>Copy Charge</th>
<th>Estimated Monthly Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ricoh 8110S</td>
<td>$.00400</td>
<td>$1,481.06</td>
</tr>
<tr>
<td>Xerox D110CP</td>
<td>$.00570</td>
<td>$1,850.54</td>
</tr>
<tr>
<td>Canon DP110</td>
<td>$.00510</td>
<td>$1,879.85</td>
</tr>
</tbody>
</table>

A/F7 - Authorization to purchase additional VMWare VSphere 5 Enterprise Plus licenses for new virtual server host machines to increase the reliability of our server infrastructure and consolidate our services into a more robust and highly available infrastructure. Approval is granted to purchase twenty (20) VMWare VSphere 5 Enterprise Plus licenses, part number VS5-ENT-PL-C from Software House International, in the amount of $50,157.20, by utilizing New Jersey State Contract number 77560.

A/F8 - Authorization to approve the Simplex Grinnell maintenance contract for the inspection and testing of the Fire Alarms and Sprinklers at the Ciarco Learning Center in Hackensack. Approval is granted to Simplex Grinnell for the inspection and testing of the fire alarm and sprinkler system at the Ciarco Learning Center through September 30, 2015, as per NJ State Contract #38717 at a cost of $10,317.00. The inspection and testing contract does not include the cost of repairs for replacement parts and labor, but does provide discounted parts and fixed labor rates to reduce costs. The total cost for inspection, testing, parts and labor is estimated to be approximately $20,000.00 per year.

A/F9 - Authorization to purchase Cisco Network Academy Lab-Pack Network Switch hardware and licensing from ePlus Technology, Inc. at a cost of $4,667.10 on NJ State contract #87720. Approval is granted to purchase Cisco Network Switch hardware and licensing to update existing obsolete equipment used in the Cisco Networking Training Academy Lab at the Ciarco Learning Center
Board of Trustees Minutes  
April 1, 2015  
Page 8

A/F10 - Authorization to purchase through the Equipment Leasing Fund Grant Cisco Call Manager and installation services to replace existing telephone connectivity equipment that is obsolete. Approval is granted to purchase Cisco Call Manager hardware, software and licensing and professional installation services from Promedia Technology Service Inc. at a cost of $204,191.00 on NJ State contract #87720.

A/F11 - Authorization to purchase through the Equipment Leasing Fund Grant Cisco Nexus 7K Core Network Switch hardware and installation services to upgrade existing equipment. Approval is granted to purchase Cisco Nexus 7K Core Network switch hardware, software and licensing and professional installation services from ePlus Technology, Inc. at a cost of $189,735.05 on NJ State contract #87720.

A/F12 - Authorization to purchase thirty (30) Dell Latitude Laptops for lifecycle replacement of computers used for the Portable Electronic Teaching (PET) Carts in the Library for use across the Paramus campus. Approval is granted to purchase thirty (30) Dell Latitude Laptop Computers and support from Dell, in the amount of $38,171.70, through New Jersey State Contract number 70256.

A/F13 - Authorization to purchase Dell PV MD1200 RKMNT 12 Bay storage shelf and associated hardware to migrate data from Storage Area Network to secondary storage for retention purposes freeing up higher speed storage for other data. Approval is granted to purchase Dell PV MD1200 RKMNT 12 Bay storage shelf and associated hardware from Dell for the price of $8501.27 on NJ State Contract 70256.

A/F14 - Authorization to purchase four (4) Dell Mobile Precision M6800 laptops, four (4) Dell Latitude Laptops and one (1) Dell printer for the Small Business Development Center in the Ciarco Learning Center. Approval is granted to purchase four (4) Dell Mobile Precision M6800 laptops, four (4) Dell Latitude Laptops and one (1) Dell printer for the Small Business Development Center from Dell, at a cost of $14,127.75 on New Jersey State Contract number 70256.

A/F15 - Authorization to purchase twenty-five (25) Apple MacBook laptops and adaptors, from Apple Inc. at a cost of $47,665.00, on New Jersey State Contract number 70259. Approval is granted to purchase twenty-five (25) Apple MacBook laptops and adaptors through the Carl Perkins Grant for use by students in the Information Technology program.

A/F16 - Approve Agreement: BCC/The Princeton Review rents space for SAT Reviews. Approval is granted for a license agreement between Bergen Community College and The Princeton Review for the use of classroom space at the Ciarco Learning Center. The classroom will be used on an as needed basis consistent with the Ciarco Learning Center schedule for a twelve month period. The classroom will be used for educational instruction. The college will maintain the right to use this classroom whenever The Princeton Review is not in session.

The base fee for this License Agreement is $100 per three hour session a day which is in the evening.
A/F17 – Commencement Ceremony 2015 Audio/Video Support: Authorization to Execute Agreement with Pulse Stage Lighting LLC
Approval is granted to authorize the hiring of Pulse Stage Lighting LLC for all audio and video support for the 2015 Commencement ceremony to be held on May 21, 2015. Pulse Stage Lighting will provide all necessary equipment and personnel for the successful production of the Commencement ceremony, at an estimated cost of $20,025.

A/F18 – Authorization to purchase ten (10) Dell Alienware Gaming laptops through the Buehler Grant for use by students in the Quadcopter/Drone Project.
Approval is granted to purchase ten (10) Dell Alienware Gaming laptops, from Pascack Data Services, Inc. at a cost of $17,884.98, on New Jersey State Contract number 70256.

A/F19 – Authorization to award a competitively procured contract for IT Consulting Services to Promedia Technology Services at a cost not to exceed $58,430.
Approval is granted to award a competitively-procured contract for IT Consulting Services. The contract is exempt from public bidding pursuant to N.J.S.A. 18A:64A-25.5(a)(15), professional consulting services.

E/SA1 - Authorization for Final Payment for Participation in the Gateways to Completion Program
Approval is granted for final payment to John N. Gardner Institute for Excellence in Undergraduate Education, for participation in the Gateway to Completion Program. The program was initially approved by the Board in December, 2013 for the first two years. Per state statute, such agreements can only be approved for two years and must be re-approved for addition years. The final cost of the program is $28,500.00 for the third and final year.

E/SA2 - To adopt the policy stated below regarding the awarding of posthumous degrees/certificates.
Approval is granted to adopt the following policy:
Adopt the following policy statement: Upon the recommendation of the faculty of the appropriate department, the College may make a posthumous award of the degree or degrees the student was pursuing if all requirements were likely to have been completed during the final semester for which the student was registered had it not been for the intervention of death.

E/SA3 – To adopt the policy stated below regarding the awarding of honorary degrees
Approval is granted to adopt the following policy:
The College may make an honorary award of a degree or certificate to a person who demonstrates distinction one or more of the following areas:
   a. Professional/Academic Accomplishment
   b. Community/Public Service
   c. Personal Accomplishment
**P1A – Appointment: Professional Staff**  
Approval is hereby granted for the following individuals to the positions and annual salaries indicated.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maria Bohn</td>
<td>Sr. Resource Accommodation Specialist - Assistive Technology / Office of Specialized Services / Student Affairs</td>
<td>$53,311.00</td>
<td>04/01/15 – 06/30/15</td>
</tr>
<tr>
<td></td>
<td>(pro-rated)</td>
<td></td>
<td>(retroactive)</td>
</tr>
<tr>
<td>Cinzia D'Iorio</td>
<td>Manager of Business Development/Continuing Education/Academic Affairs</td>
<td>$75,000.00</td>
<td>05/11/15 – 06/30/15</td>
</tr>
<tr>
<td></td>
<td>(pro-rated)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rosannele Franco</td>
<td>Office Services Supervisor/Cerullo Learning Assistance Center/Academic Affairs</td>
<td>$38,000.00</td>
<td>04/20/15 – 06/30/15</td>
</tr>
<tr>
<td></td>
<td>(pro-rated)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Christopher Houle</td>
<td>Technical Support Specialist II / Information Technology</td>
<td>$42,000.00</td>
<td>04/01/15 – 06/30/15</td>
</tr>
<tr>
<td></td>
<td>(pro-rated)</td>
<td></td>
<td>(retroactive)</td>
</tr>
<tr>
<td>Sarah Keenan</td>
<td>Research Assistant/Institutional Research/ Institutional Effectiveness</td>
<td>$38,000.00</td>
<td>04/13/15 – 06/30/15</td>
</tr>
<tr>
<td></td>
<td>(pro-rated)</td>
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</tbody>
</table>

**P1B – Appointment: Support Staff**  
Approval is hereby granted of the following individuals to the positions and annual salaries indicated.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Salary</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kyran Guerra</td>
<td>Custodian/Buildings and Grounds</td>
<td>$28,500.00</td>
<td>01/12/15 (pro-rated)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(retroactive)</td>
</tr>
</tbody>
</table>

**P1C – Appointment: Technical Assistant I / Faculty**  
Approval is hereby granted of the following individual to the position and annual salary indicated.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patricia Giannini</td>
<td>Technical Assistant I (Enrollment Specialist)/ Admissions/ Student Affairs</td>
<td>$46,161.00</td>
<td>04/20/15 – 06/30/15</td>
</tr>
<tr>
<td></td>
<td>(pro-rated)</td>
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</tbody>
</table>

**P1D – Appointment: Counselor / EOF Grant**  
Approval is hereby granted of the following individual to the position and annual salary indicated.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aida Castro-Henix</td>
<td>EOF Counselor/EOF/Student Affairs</td>
<td>$50,000.00</td>
<td>04/02/15 – 06/30/15</td>
</tr>
<tr>
<td></td>
<td>(pro-rated)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**P2D – Reappointment Faculty – First, Second, Third, and Fourth Reappointment**

Approval is granted to reappoint the following individuals for their first, second, third, and fourth reappointment to the indicated division & rank for the period September 1, 2015 through June 30, 2016 unless otherwise indicated:

### 4th REAPPOINTMENT

<table>
<thead>
<tr>
<th>NAME</th>
<th>RANK</th>
<th>DISCIPLINE/DIVISION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denise Avrutik</td>
<td>Assistant Professor</td>
<td>Dental Hygiene/Health Professions</td>
</tr>
<tr>
<td>Iris Bucchino</td>
<td>Assistant Professor</td>
<td>English Basic Skills/Art and Humanities</td>
</tr>
<tr>
<td>Ethan Greenbaum</td>
<td>Assistant Professor</td>
<td>Visual Arts/Art and Humanities</td>
</tr>
<tr>
<td>Peter Helff</td>
<td>Assistant Professor</td>
<td>English Basic Skills/Art and Humanities</td>
</tr>
<tr>
<td>Luis Jimenez</td>
<td>Assistant Professor</td>
<td>Biology/Science, Math &amp; Technology</td>
</tr>
<tr>
<td>Takvor Mutafoglu [Dr.]</td>
<td>Assistant Professor</td>
<td>Economics/Business, Arts and Social Sciences</td>
</tr>
<tr>
<td>Laura Paprotta*</td>
<td>Instructor</td>
<td>International Student Center/Student Affairs</td>
</tr>
</tbody>
</table>

### 3rd REAPPOINTMENT

<table>
<thead>
<tr>
<th>NAME</th>
<th>RANK</th>
<th>DISCIPLINE/DIVISION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amy Baldassare</td>
<td>Assistant Professor</td>
<td>English Basic Skills/Art and Humanities</td>
</tr>
<tr>
<td>Christine Eubank</td>
<td>Assistant Professor</td>
<td>History &amp; Geography/Art and Humanities</td>
</tr>
<tr>
<td>Eileen Fitzgerald</td>
<td>Assistant Professor</td>
<td>English Basic Skills/Art and Humanities</td>
</tr>
<tr>
<td>Lisa Mayer</td>
<td>Assistant Professor</td>
<td>Legal &amp; Related Studies/Business, Arts and Social Sciences</td>
</tr>
<tr>
<td>Sciences Daniel Salerno [Dr.]</td>
<td>Instructor</td>
<td>Composition &amp; Literature/Art and Humanities</td>
</tr>
<tr>
<td>Linda Wiles</td>
<td>Assistant Professor</td>
<td>Biology/Science, Math &amp; Technology</td>
</tr>
</tbody>
</table>

### 2nd REAPPOINTMENT

<table>
<thead>
<tr>
<th>NAME</th>
<th>RANK</th>
<th>DISCIPLINE/DIVISION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kelly Birdsall-Griffiths</td>
<td>Assistant Professor</td>
<td>American Sign Language/Art and Humanities</td>
</tr>
<tr>
<td>Lois Carmichael*</td>
<td>Assistant Professor</td>
<td>Office of Specialized Services/Student Affairs</td>
</tr>
<tr>
<td>Mary Crosby</td>
<td>Assistant Professor</td>
<td>Composition &amp; Literature/Art and Humanities</td>
</tr>
<tr>
<td>Coleen DiLauro</td>
<td>Assistant Professor</td>
<td>Biology/Science, Math and Technology</td>
</tr>
<tr>
<td>Kelly Ann Horgan</td>
<td>Assistant Professor</td>
<td>Respiratory Therapy/Health Professions</td>
</tr>
<tr>
<td>Kate Hossain*</td>
<td>Instructor</td>
<td>Library Services/Library</td>
</tr>
<tr>
<td>William Klappert</td>
<td>Associate Instructor</td>
<td>Aviation/Science, Math and Technology</td>
</tr>
</tbody>
</table>

### 2nd REAPPOINTMENT (continued)

<table>
<thead>
<tr>
<th>NAME</th>
<th>RANK</th>
<th>DISCIPLINE/DIVISION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minas Kousoulis</td>
<td>Assistant Professor</td>
<td>Information Technology/Business, Arts and Social Sciences</td>
</tr>
<tr>
<td>Sciences</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Melissa Krieger</td>
<td>Assistant Professor</td>
<td>Education/Business, Arts and Social Sciences</td>
</tr>
<tr>
<td>Jennifer McCarthy</td>
<td>Associate Professor</td>
<td>Paramedic Science/Health Professions</td>
</tr>
<tr>
<td>Priscilla Panza</td>
<td>Instructor</td>
<td>Mathematics/Science, Math and Technology</td>
</tr>
<tr>
<td>Leah Saliba</td>
<td>Assistant Professor</td>
<td>English as a Second Language/Art and Humanities</td>
</tr>
<tr>
<td>Kaveh Saminejad</td>
<td>Instructor</td>
<td>Mathematics/Science, Math and Technology</td>
</tr>
<tr>
<td>Elena Tartaglia</td>
<td>Assistant Professor</td>
<td>Mathematics/Science, Math and Technology</td>
</tr>
<tr>
<td>Shyamal Tiwari</td>
<td>Instructor</td>
<td>Music/Art and Humanities</td>
</tr>
<tr>
<td>Olga Weston</td>
<td>Assistant Professor</td>
<td>English as a Second Language/Art and Humanities</td>
</tr>
</tbody>
</table>

### 1st REAPPOINTMENT

<table>
<thead>
<tr>
<th>NAME</th>
<th>RANK</th>
<th>DISCIPLINE/DIVISION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Geralyn Collins-Eisler</td>
<td>Associate Instructor</td>
<td>Diagnostic Medical Sialography/Health Professions</td>
</tr>
<tr>
<td>Carmen Torres</td>
<td>Assistant Professor</td>
<td>Nursing/Health Professions</td>
</tr>
</tbody>
</table>
Board of Trustees Minutes  
April 1, 2015  
Page 12  

*For the period July 1, 2015 through June 30, 2016*

Justification  
In accordance with Article XIII of the BCCFA contract.

P3 – Promotion: Faculty  
Approval is hereby granted that the individuals listed below be promoted effective September 1, 2015 to the ranks indicated with salary adjustments in accordance with the Agreement between the Board of Trustees and the BCCFA:

<table>
<thead>
<tr>
<th>Associate Professor Discipline</th>
<th>Division</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maureen Ellis-Davis Sociology</td>
<td>Business, Arts and Social Sciences</td>
</tr>
<tr>
<td>Frank Ramdayal [Dr.] Chemistry</td>
<td>Science, Math and Technology</td>
</tr>
<tr>
<td>Sarah Shurts [Dr.] History</td>
<td>Art and Humanities</td>
</tr>
<tr>
<td>Harriet Terodemos Veterinary Technology</td>
<td>Health Professions</td>
</tr>
</tbody>
</table>

Full Professor  

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Division</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maria Kasparova</td>
<td>English as a Second Language</td>
<td>Art and Humanities</td>
</tr>
<tr>
<td>Andrew Krikun</td>
<td>Music</td>
<td>Business, Arts and Social Sciences</td>
</tr>
<tr>
<td>Lou Ethel Roliston</td>
<td>[Dr.] Composition and Literature</td>
<td>Art and Humanities</td>
</tr>
<tr>
<td>John Smalley</td>
<td>Biology</td>
<td>Science, Math and Technology</td>
</tr>
</tbody>
</table>

Justification  
As per the BCCFA contract

P4A – Approve: Leave of Absence/Professional Staff  
Approval is hereby granted for a Leave of Absence, without pay, for the following individual from the position listed below, effective date as indicated:

Name          | Position/Division                                               | Effective Date     |
---------------|------------------------------------------------------------------|--------------------|
Kristen Ko     | Manager of Weekend and Evening Services/Library Services/Academic Affairs | 02/27/15 (retroactive) |

P4B – Approve: Leave of Absence/Support Staff  
Approval is granted for a Leave of Absence, without pay, for the following individual from the position listed below, effective date as indicated:

Name           | Position/Division                                    | Effective Date     |
----------------|------------------------------------------------------|--------------------|
Jefferson Choi  | Public Safety Officer/Public Safety                  | 03/26/15 (retroactive) |

P4C – Approve: Return from Leave of Absence/Support Staff  
Approval is granted for the return from a Medical Leave of Absence, without pay, for the following individual to the position listed below, effective date as indicated:

Name               | Position/Division                                | Annual Salary | Effective Date |
-------------------|-----------------------------------------------|---------------|----------------|
Donna Adams-McCarthy | Secretary/Purchasing/Finance                | $60,167.00    | 03/24/15 (retroactive) |
P5A – Retirement Faculty
Approval is granted for the retirement of the following individual.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frances Behrman</td>
<td>Ciarco Instructor/Ciarco Learning Center/Academic Affairs</td>
<td>05/01/15</td>
</tr>
<tr>
<td>Susan Klarreich [Dr.]</td>
<td>Professor/Physical Science/Science, Math and Technology/Academic Affairs</td>
<td>07/01/15</td>
</tr>
</tbody>
</table>

P5B – Retirement: Support Staff
Approval is granted for the retirement of the following individuals.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Linson Bailey</td>
<td>Senior Public Safety Officer/Public Safety</td>
<td>07/01/15</td>
</tr>
<tr>
<td>Anton Bernhard</td>
<td>Senior Custodian/Buildings and Grounds</td>
<td>09/01/15</td>
</tr>
<tr>
<td>Angelo LaRusso*</td>
<td>Head Working Custodian/Buildings and Grounds</td>
<td>04/01/15 (retroactive)</td>
</tr>
</tbody>
</table>

P6 – Resignation: Administrator
Approval is granted for the resignation of the following individual

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fady Christian Mdeway</td>
<td>Director of BCC at the Meadowlands/</td>
<td>04/24/15</td>
</tr>
</tbody>
</table>

Approval is hereby granted for Arcari & Iovino Architects to provide specifications and architectural services for additional wireless security cameras in lots A,B, C and the Loading Dock/Receiving area at a cost of $8000.00, plus direct expenses not to exceed $250.00.

ADJOURNMENT
As no further business was brought before the Board of Trustees, Chairman Corriston requested a motion to adjourn the meeting at 6:30 p.m. A motion was made by Trustee James Demetrakis and seconded by Vice-Chairman Phillip Ciarco. All were in favor. No one opposed.

James Napolitano

Secretary, Board of Trustees
Phi Theta Kappa, Alpha Epsilon Phi
Spring 2015 Induction Ceremony
Tuesday, March 31, 2015, 7:00 p.m.

Call to Order
Ms. Rhonda Richardson, Alpha Epsilon Phi President

Pledge of Allegiance
Ms. Kylie Schmidt, Alpha Epsilon Phi Publicist

Welcome Address
Dr. B. Kaye Walter, Bergen Community College President

Society Achievements – Video Reflections
Mr. Samuel Desind, Alpha Epsilon Phi Distinguished Member

Introduction of Alumni Speaker
Mr. Kevin Calle, Alpha Epsilon Phi Vice President of Scholarship

Alumni Speaker
Ms. Ana Parra Vera, Former Vice President of Fellowship
and Jack Kent Cooke Scholar

Introduction of Keynote Speaker
Ms. Kelsey Deeg, Alpha Epsilon Phi Vice President of Service

Keynote Address
Professor Kathleen Pignatelli, Director of Wellness Center
“Lessons Learned”

Induction Proceedings
Ms. Mariia Alibekova, Alpha Epsilon Phi Vice President of Fellowship

Induction Ceremony
Dr. William Mullaney, Bergen Community College
Vice President of Academic Affairs
Prof. Win Win Kyi, Alpha Epsilon Phi Faculty Advisor

Adjournment
Ms. Rhonda Richardson, Alpha Epsilon Phi President

Congratulations to the Inductees
Welcome to Alpha Epsilon Phi
Five Star Distinguished Chapter
Spring 2015 Induction Ceremony – Alpha Epsilon Phi Chapter

Avery Abad
Reyniel Aftuang
Michelle Alvarez
Andy Asencio
Nathanial Bargad
Dan-Ehrlich
Ewa Biesiada
Thomas Borens
Maria Burgos
Randi Casillas
Alberto Chamorro
Rebekah Cohen
Karina Correa
Alina Cudzich
Aileen Del Risco
Rosa Dimiao
Laura Douglass
Yash Engineer
Andrew Fenwick
Sinara Foudy
Jon Gabry
Karla Gonzalez
Nabil Guirguis
Sara Hwang
Robert Irving
Ali Jawara
Anthony Jozanovic
Ritharna Kennedy
Jung Ah Kim
Visar Kola
Valeryia Krumkachova
Carson Lawes
Florence Llosas
Nitasah Malik
Anthony Manzi
Brittany Marro
Kelly McIntyre
Austin Meene
Magen Milne
Genesis Morillo
Adrienne Natali
Melissa Nunez
Jacqui O’Connor
Obinna Francis
Serge Pakhomou
Kishan Patel
Marjia Petroska
Sean Plundeke
Alexandra Raffa
Jennifer Rau
Kelly Riley
Andrea Romero
Nina Russo
Alexander Sayour
Yerim Seo
Matusz Skowron
Kendall Stanford
Catherine Thaureaux
Artur Treca
Karen Vega
Millicent Watson
Forrest Wright
Subin You
Zaynah Abdus
Utina Ahmctaj
Daniele Alvarez
Jonathan Avila
Michael Barlow
Steven Berkowitz
Cecilia Bigos
Larissa Bostico
Yordan Caceres
Andrew Casano
Pedro Chavez
Jake Coleman
Kyle Corter
John Cutruzzula
Jamie Della Fave
John Dipietro
Aaron Dudek
Jiun Wun Eum
Adam Perlnd
Christian Frasica
Gerard Gallagher
Natalia Gonzalez
Michelle Hackett
Lucia Ibazeta
Marirose Ishijima
Nicholas Jessourian
Jayson Julianda
Thomas Kenny
Woo Je Kim
Caitlin Kolmer
Courtney Kurtz
Chanwook Lee
Natasha Londono
Ashley Malloy
Allison Manzo
Nicholas Maurer
Diego McKenzie
Jelena Melnichenko
Jc Miranda
Melissa Munoz
Juan Negron
Yessenia Nunez
Michelle Ochoa
Mildred Otchere
Karina Palaric
Glenise Paulo
Keiin Picado
Gabrielle Pollara
Benjamin Ramos
Taylor Rauth
Jasmin Rivera
Maria Rosero
Bee Hyun Ryu
Guy Schaeffer
Helena Seuffert
Ihsaan Smith
Shanique Strachan
John Then
Nicole Vadus
Jaquecline Vermeulen
Evan Whaley
Katarzyna Wrochna
Nora Zaki
Darren Abinales
James Ahn
Samantha Amendano
Amanda Aydin
Jacob Bazron
Anna Besedina
Mahdis Bikhof
Maricarmen Branca
Erika Campo
Diana Castano
Lauren Chamileski
Kerry Conboy
Giancarlo Corteza
Rebecca Csmognoruzuk
Theresa Depen
Christian Dominguez
Abigail Duffany
Nina Evans
Tais Fernandes
Brittany Friedemann
Sebouh Ganeian
Michelle Gorman
Dennis Harsley
Katherine Ibrahimian
Joanna Jackowicz
Maciej Jeziorak
Michelle Kapturkiewicz
Rashaad Kheirallah
Dong-Hyun Kim
Steven Korvin
Hyun Min Kwon
Seung Lee
Jessica Luba
Ori Manahan
Theresa Manzoni
Alyssa Mays
Colleen McPeek
Angela Micevski
Andrea Miskulin
Kristie Murr
Catherine Nigri
Albania Nykof
Victoria Ochs
Evelyn Otero
Ivan Paredes
Grazya Pawlowska
Anthony Picillo
Justin Powell
Marc Ramos
Umbre Razzaq
David Rivero
Joshua Rovin
Jessica Saavedra
Ryan Schindo
Mantana Sewardan
Casey Snyder
Christian Susu
Nancy Tilmann
Monica Valencia
Alex Vetterlein
Matthew Woertz
Lauren Wyckoff
Rachel Zambrano
Flavia Acosta
Mary Alber
Geum Sun An
Derek Azuma
Anna Barry
Parita Bhanderi
Lynne Birrer
Erin Branna
Nathalia Cannarozzi
Vanessa Castro
Minji Chung
Thomas Connaccon
William Courchaine
Nina Darbouze
Anthony Desantis
Ashley Donershine
Tanya Eglee
Anna Fallon
Thomas Ferrante
Jonathan Fierentz
Stephanie Garcia
Ewelina Grabowska
Qasim Hassan
Marilin Illascan
Nicholas Jankowski
Ewelina Zejrowska
Kory Kapu
Yohan Kim
Erica Kim
Christina Kosior
Jennifer Lafaeso
Patrycia Leszczekska
Laura Madera
Michelle Mandaglio
Kaitlin Mardula
Lina Mazzaccaro
David McVeigh
Freddy Miguez
Charlie Mitchell
Melissa Musso
Kaytlin Nodine
Natalia Nykof
Rudolph Ogawa
Olga Otrokova
Kinjal Parikh
Charles Pearson
Erin Pigantiello
Trevor Preston
Nimisha Rana
Raini Reinart
Janis Robles
Lucia Rubi Godoy
Vladislav Saburov
Justin Schwarz
Layla Shatsuresn
Kathy Sohn
Evan Szlaz
Jonathan Toral
Annabelle Vargtas
Sandra Veizogru
Dalen Wolfe
Vanessa Wydra
Grigz Zugo
Michael Adis
Fazeela Ali
Alexandra Angelis
Juliana Badu
Alfredo Bautista
Vanessa Biba
Kevin Bonilla
Noemie Broussoux
Jay Cantumbihan
Anthony Castro
David Cifuentes
Napoleon Contino
Sarah Cruz
Paola De la Torre
Diab Diab
Stephen Dorey
Sana Elayan
Danielle Fanning
Timothy Figgel
Jonathan Fugger
Marcilis Garcia
Katarina Grajales
Sadanghi Higashi
David Im
David Jaroslavski
Darlene Jolie
Victoria Karasch
Jim Young Kim
Judilee King
Lukasz Koszela
Noemi Lamay Santos
Christine Leung
Zaynah Majid
Felice Manooyach
Josephine Maresca
Sarah McCarthy
Joshua Medina
Tyler Mills
Ferha Mohammed
Lusine Najarian
Travon Norwood
Gavin O'Brien
Christopher Olano
Karen Padilla
Sunjun Park
Dennis Pearson
Alicia Piney
Vernella Prince
Hayley Ridgman
Cindy Reyes
Magdal zoo Rodriguez
Sara Ruiz
Richard Salazar
Tatiana Seliverstova
Jacqueline Sherf
Andrea Solimando
Jillian Tabaka
Rafael Toral
Eugenia Vaso
Anna Maria Voitko
Jacqueline Woodward
Su Jung Yang
Michael Zisa
Christina Alonso
Yasmin Ali
Hope Aschenbach
Cynthia Baleszier
Jencen Bautista
Kiara Bidart
Joshua Borduin
Kelley Brower
Hannah Capesolo
Karla Cerna
Courtney Clark
Tara Cook
Ralph Cruz
Marissa Decarlo
Kayla Dickman
Kaitlyn Dougherty
Peter Emeka
Linda Feli
Kristin Forrestrom
Kristine Gaal
Marisa Gardner
Christa Grajcar
Esther Hwang
Rachael Incoira
Therande Jashari
Tarik Johnson
Gerasimos Karkantelis
Dae Hwan Kim
Leah Klasman
Christine Kotinsley
Michelle Largoza
Shanna-Gay Lewin
Kristyan Maleszkowski
Sogol Manoochehri
Aleksandr Markson
Melissa McDermott
Maria Medina
Katelyn Mills
Edwin Monsanto
Damaris Narvaez
Luis Nunez
Samanta O'Brien
Joseph Oluwo
Joshua Pak
Alexander Park
Michelle Perez
Jessica Piraneo
Marsha Radulov
Mallory Ratz
Perla Reyes
Jang Roh
Jenna Russo
Jenna Sandomenico
Fatima Semenova
Soowan Shin
Katherine Sposa
Anthony Tellez
Emily Tregelez
Elena Vatasin
Shaquilla Walters
Micael Works
Theresa Yon
Fashion Apparel Design
FASHION

IS NOT SOMETHING THAT EXISTS IN DRESSES ONLY
FASHION IS IN THE SKY, IN THE STREET
FASHION HAS TO DO WITH IDEAS
THE WAY WE LIVE
WHAT IS HAPPENING

Coco Chanel
Student Need

Out of 547 respondents, 320 (59%) said they were either “Very Interested” or “Somewhat Interested” in majoring in a Fashion Apparel Design program at Bergen Community College.
Mission

The Fashion Apparel Design program is designed for those students who desire a comprehensive, two-year, women’s apparel design curriculum. The program encompasses fashion milestones and current trends, textile science, conceptual design, sewing and garment construction, and collection development. In their final semester, students will participate in a capstone course that includes construction of garments from start to finish and the creation of a design e-portfolio.

An associate’s degree in Fashion Apparel Design prepares students for careers as designers, technical designers and stylists.

A.A.S. Fashion Apparel Design
C.O.A. Fashion Design Fundamentals
C.O.A. Fashion Product Development
Courses

PROGRAM REQUIREMENTS

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>FAB101</td>
<td>Introduction to Fashion System</td>
<td>3</td>
</tr>
<tr>
<td>FAB102</td>
<td>Textile Science &amp; Construction</td>
<td>3</td>
</tr>
<tr>
<td>FAB110</td>
<td>Sewing Techniques I</td>
<td>3</td>
</tr>
<tr>
<td>FAB112</td>
<td>Flat Patternmaking I</td>
<td>3</td>
</tr>
<tr>
<td>FAB113</td>
<td>Draping I</td>
<td>3</td>
</tr>
<tr>
<td>ART123</td>
<td>Life Drawing I (Fashion Section)</td>
<td>3</td>
</tr>
<tr>
<td>ART124</td>
<td>Drawing Fundamentals (Fashion Section)</td>
<td>3</td>
</tr>
<tr>
<td>ART197</td>
<td>Computer Imaging (Fashion Section)</td>
<td>3</td>
</tr>
<tr>
<td>FAB210</td>
<td>Sewing Techniques II</td>
<td>3</td>
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<tr>
<td>FAB212</td>
<td>Flat Patternmaking II</td>
<td>3</td>
</tr>
<tr>
<td>FAB213</td>
<td>Draping II</td>
<td>3</td>
</tr>
<tr>
<td>FAB230</td>
<td>Trend Analysis &amp; Product Development</td>
<td>3</td>
</tr>
<tr>
<td>FAB231</td>
<td>Tech Packs: Digital Flats &amp; Specs</td>
<td>3</td>
</tr>
<tr>
<td>FAB250</td>
<td>Design Capstone / E-Portfolio</td>
<td>4</td>
</tr>
</tbody>
</table>
Opportunity

Fashion designers earned an annual mean wage of $73,930 in 2010, over $25,000 more than the average for all occupations. There were a total of 16,010 fashion designers employed in 2010.

Within the United States, most fashion designers work in large cities, such as New York or Los Angeles. In May 2010, almost 75 percent of all salaried fashion designers worked in New York and California.

<table>
<thead>
<tr>
<th>State</th>
<th>Employment (1)</th>
<th>Employment per thousand jobs</th>
<th>Location quotient (9)</th>
<th>Hourly mean wage</th>
<th>Annual mean wage (2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>7,180</td>
<td>0.83</td>
<td>6.34</td>
<td>$39.16</td>
<td>$81,450</td>
</tr>
<tr>
<td>New Jersey</td>
<td>390</td>
<td>0.10</td>
<td>0.78</td>
<td>$31.77</td>
<td>$66,080</td>
</tr>
</tbody>
</table>
...and beyond!

- Creative Design
- Technical Design
- Cultural Awareness
- Communication
- Business Acumen
- Global Production & Systems
- Market Analysis
- Sustainability