

**BOARD OF TRUSTEES  
BERGEN COMMUNITY COLLEGE  
May 3, 2016  
PUBLIC MEETING OF THE BOARD OF TRUSTEES**

The Public Meeting of the Board of Trustees of Bergen Community College was held on **May 3, 2016**, in TEC-128BC at Bergen Community College, 400 Paramus Road, Paramus, New Jersey. Mr. E. Carter Corrison, Chairman, called the meeting to order at 5:02 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

Ms. Dorothy Blakeslee  
Mr. Gerard L. Carroll  
Mr. Philip J. Ciarco, III  
Mr. E. Carter Corrison  
Ms. Lorraine Derwin – Alumni Trustee  
Dr. Jo-Anne Mecca  
Mr. Anthony Miller  
Mr. Michael Neglia  
Ms. Germaine Ortiz  
Ms. Norah Peck

Also Present

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

Regrets

Mr. James Demetrakis  
Ms. Irene Oujo

**PLEDGE OF ALLEGIANCE**

Chairman E. Carter Corrison led those present in the Pledge of Allegiance to the Flag of the United States of America.

**REPORTS**

**Vice-Chairman's Report**

Vice-Chairman Ciarco reported that on Thursday, April 28, 2016, the Foundation Annual Spring Scholarship Breakfast Ceremony was held at The Terrace and approximately 300 guests attended. It was a wonderful event, 140 scholarships were distributed which totaled \$ 230,000.00. This amount, combined with the winter scholarships and emergency scholarship fund, assisted our students in the past fiscal year for a total of \$ 500,000.00. Trustee Carroll joined Vice-Chairman Ciarco in distributing awards to the students.

On Thursday, May 5, 2016, the Foundation held an inaugural "Bull Dog" professional networking event at Biagio's in Paramus, celebrating Cinco de Mayo.

**Vice-Chairman's Report continued**

On Wednesday, May 4<sup>th</sup>, 2016, Vice-Chairman Ciarco will be meeting with Mr. Matos at the Lyndhurst Campus regarding the Hispanic Incubator Program.

Trustee Ciarco informed board members that a tour of the Ciarco Learning Center in Hackensack will be held on Tuesday, June 7, 2016, at 4:30 p.m. In October, a tour will be planned at the Lyndhurst campus prior to the board meeting.

**Secretary's Report**

Secretary, Germaine Ortiz recommended approval of the minutes from April 5<sup>th</sup>, 2016.

**Treasurer's Report – Audit and Finance Committee/Legal**

Treasurer Dorothy Blakeslee informed the board members that the Audit and Finance Committee met on April 14<sup>th</sup>, 2016, and reviewed the college's financial position. We recommend approval for the following resolutions, A/F 1 to A/F 15.

**President's Report**

President Walter congratulated Anthony Tellez the 2016 Valdelectorian.

Dr. Walter, Chairman Corriston, Trustee Blakeslee and Victor Anaya met with county officials on Monday, May 2<sup>nd</sup>, 2016, to attend the Board of School Estimate Meeting and budget hearings with Freeholder Board. The budget was approved for next year.

Victor Anaya, Chief Financial Officer, presented FY2015 to FY2017 budget to board members. See presentation slides at the end of the minutes.

Dr. Mullaney, Vice-President, Academic Affairs, recognized student from the following groups:

- The team that won the inaugural New Jersey County College Case Competition sponsored by Rutgers University Business School

Anthony Penna, Antony Gichuki, Michelle Ochoa, Nadia Vaso, Aleksei Kharisov, Nile Hagag and Andrew August.

Certificates were distributed to these students from the Office of the County Executive.

- The winning BCC team from the National Model United Nations New York Conference.

The UN delegation included the following students: Christian Dominguez, Aleksandra Gavazova, Noemie Broussoux-Coutard, Farha Mohammad, Sherwyn Fernandes, Vladislav Saburov, Dima Karim, Muntaha Rana, Mohammad Lahham, Marija Petroska, Jona Ibranj, Celine Simo, and Nicola Abaji.

Prof. Richard Laird did an excellent job, co-advising the team this year with Prof. Manuela Latiana.

## Board of Trustees Minutes

May 3, 2016

Page 3

- The award-winning members of Phi Theta Kappa

### Regional Awards

- \*Distinguished Chapter Award
- \*Middle States Gold Chapter Award
- \*Most Distinguished Honors In Action Award
- \*Honors In Action Theme Award
- \*Distinguished Officer Team
- \*Certificate of Participation in the New Jersey C4 Initiative
- \*Five Star Chapter Plan Award
- \*Regional Coordinator Award for Chapter Administrators – Bill Mullaney, Ph.D.
- \*Horizon Award for Chapter Advisor – Angie Goldszmidt
- \*Distinguished Chapter Officer – Sara Hwang and Samuel Desind
- \*Distinguished Chapter Member – Isaac Alejo Reyes
- \*Chapter Officers Hall of Honors – Sara Hwang and Samuel Desind
- \*Chapter Members Hall of Honors – Isaac Alejo Reyes

### International Awards

- Distinguished Chapter Award (Top 30)
- Top 100 Chapters
- Distinguished Officer Team
- Distinguished Honors In Action Award
- Distinguished Chapter Officer – Sara Hwang and Samuel Desind
- Distinguished Chapter Member – Isaac Alejo Reyes

Professor Joseph Mamatz, Program Director, Radiography  
Health Profession Outcomes Assessment Presentation  
Please see presentation slides at the end of the minutes.

## **COMMITTEES**

### **AUDIT AND FINANCE**

Treasurer Blakeslee recommended approval of resolutions A/F 1 and A/F 15.

### **BOARD OF SCHOOL ESTIMATE**

Dr. Walter, Chairman Corriston, Trustee Blakeslee and Victor Anaya met with county officials on Monday, May 2<sup>nd</sup>, 2016, to attend the Board of School Estimate Meeting and budget hearings with Freeholder Board. The budget was approved for next year.

### **EDUCATION AND STUDENT AFFAIRS**

No resolutions for approval in board packet.

### **Foundation Report**

Vice-Chairman Ciarco invited all to attend the Foundation inaugural "Bull Dog" networking event at Biagio's in Paramus on Thursday, May 5, 2016, celebrating Cinco de Mayo. This occasion will connect alumni, professional individuals and community members together.

Looking forward in celebrating the Ribbon-Cutting ceremony on May 17<sup>th</sup>, 2016, and commencement on Thursday, May 19<sup>th</sup>, 2016, at Met Life Stadium.

### **PERSONNEL**

Vice-Chairman Ciarco noted that the Personnel Committee met and recommends approval of the Personnel Resolutions P1 through P13.

### **SITE AND FACILITIES**

Chairman Neglia informed the board that Site and Facilities Committee met and offers S/F1 and S/F2.

### **STRATEGIC PLANNING COMMITTEE**

Vice-Chairman Ciarco reported that Strategic Planning Committee met on April 28<sup>th</sup>, 2016, and very excited with the outcome of our Middle States results. The committees have been formed and begun working on the interim report which is due in approximately five years.

The Strategic Planning Committee will be discussing the next version of "Framework in the Future" which is due in 2018, and have begun reviewing the documents and policies. These policies will be revised and recommendations to be brought to the board members.

### **Liaison to New Jersey Council of Community Colleges**

Trustee Anthony Miller stated, "The council did not have a meeting in May."

"The council will continue to discuss student debt. It was encouraging to hear in the national political dialogue that this issue has captured the nation's attention as to how significant this situation is for students. According to the information from the state, in 2014, approximately 160,000 students, part-time and full-time were impacted by this issue. On behalf of the council, reviewing this issue in two ways; encourage all governmental levels be as supportive with their funding of community colleges as possible. The BCC curriculum should be able to point to actual employment in the area for which the students have been trained. Dr. Walter is an outstanding educator and chemist. She has a high priority in STEM curriculum and is aware that students who receive degrees in science, technology, engineering and math will become employed. It is important that Government support our community colleges and important for us to align the curriculum with business and industry requires."

### **CHAIRMAN'S COMMENTS**

Chairman Corriston, Dotty Blakeslee, President Walter and Victor Anaya met with representatives from the Board of School Estimate and was successful. In the afternoon, we returned to meet with Freeholders. The meetings went well. The monies that were requested were approved and moving ahead in the right direction.

On Tuesday, May 17<sup>th</sup>, 2016, at 9:30 a.m. a Ribbon-Cutting Ceremony will be held for the opening of the Health Sciences Building. All are invited to attend.

May 19<sup>th</sup>, 2016, commencement will be held at Met Life Stadium beginning at 10:00 a.m. All are looking forward to this wonderful event.

## **Board of Trustees Minutes**

**May 3, 2016**

**Page 5**

### **UNFINISHED BUSINESS**

No unfinished business.

### **NEW BUSINESS/OPEN TO THE PUBLIC**

Brant Chapman, Professor of Chemistry.

Agenda item P7 – Approval of New Position – Honors Program Coordinator/Confidential

Professor Chapman requested that the board review and discuss resolution P7 prior to voting on this position.

Dr. Ilan Ehrlic, Professor in History Department.

Addressed the board regarding Resolution P6 – Promotion – Faculty

Professor Ehrlic requested clarification and the process of promoting faculty members.

Chairman Corrison will review the process and guidelines. He is not aware of any quota system with regard to promotions.

Dr. Alan Kaufman, member of the English Department and chairperson of Faculty Senate.

Agenda item P7 – Approval of New Position – Honors Program Coordinator/Confidential.

Professor Kaufman recommends that that board members reconsider this resolution and hire an Honors full-time secretary and not a program coordinator.

Dr. Maria Makowiecka, Director of the Judith K. Winn, School of Honors

Agenda item P7 – Approval of New Position – Honors Program Coordinator/Confidential.

Dr. Makowiecka suggested to the board that a faculty member continue to lead the Honors Program and not hire an administrator but rather hire full-time secretarial support.

Dr. Win Win Kyi, Faculty Advisor for Phi Theta Kappa.

Dr. Kyi thanked the board members for their support and for reviewing this Honors position in a manner that would represent the students and the greatest community college.

Dr. Richard Comerford, Social Sciences Department

Dr. Comerford was pleased to see that 299 inductees to Phi Theta Kappa.

Dr. Comerford suggested that the board members review the process and structure the program and provide the support to the honors program which means so much to Bergen Community College.

The college should not be raising tuition.

He also thanked the board for passing the motion to the support staff.

Michelle Ochoa, graduating BCC student.

Honors Program – thanked the professors for their support.

Gabe Wanissian, Editor and Chief of the Torch newspaper

Requested information from the board regarding Trustee Demetrakis' position and if there is any concern with the lack of funding or decline in enrollment.

Chairman Corrison stated "That the decision is based on the County Executive's recommendation and voted by the Board of Chosen Freeholders."

"The Audit and Finance Committee reduced the budget by 2 million dollars this year based on the amount of money the college has received, by the county by the state, raised tuition and may have to cut more staff, including lecturers or other individuals, in order for the college to function and serve the student body."

**ADOPTION OF MINUTES**

Chairman Corrison requested a motion to approve the minutes as submitted of April 5, 2016. Vice-Chairman Ciarco approved the minutes and the motion was seconded by Trustee Mecca. All were in agreement.

At 6:05 p.m., Chairman Corrison requested a motion to hold a general Personnel Executive Session and discuss Resolution P7 with board members.

A motion was made by Trustee Miller and seconded by Trustee Ortiz.

The assistant did not participate at the Executive Session Meeting.

At 6:35 p.m. Trustee Neglia made a motion to resume the board meeting which was seconded by Trustee Ortiz. All were in favor.

**CONSENT AGENDA**

**Chairman Corrison accepted a recommendation to hold Resolution P7.**

A motion was made by Trustee Miller and seconded by Trustee Neglia. Unanimously passed.

Chairman E. Carter Corrison recommended the May 3, 2016, Consent Agenda for approval.

Audit and Finance 1 to 15.

Personnel 1 to 13, with the exception of P7.

Site and Facilities 1 and 2.

Alumni Trustee, Lorraine Derwin, abstained from voting on Resolution AF3  
Approve – FY2026-2017 – Tuition Rate per Credit Increase.

A motion for approval of the consent agenda was made by Trustee Miller and seconded by Trustee Mecca. No one opposed. All were in favor.

Judy Verrone, Esq., DeCotiis, FitzPatrick and Cole, LLP., stated, "That an issue was raised by Professor Ilan Ehrlic with regards to the promotion process. The promotion process that was described by Professor Ehrlic is not the correct promotion process that is followed by the college.

The college follows the promotion process that is dictated by the contracts that it has with the faculty. There is no quota system with respect to promotions. Promotions are recommendations by the faculty. Promotions are made based on recommendations from the faculty."

**RE-OPEN TO THE PUBLIC**

Chairman Corrison re-opened to the public.

Dr. Kaufman and Professor Chapman thanked the board members for making a wise decision in removing Resolution P7 from the board packet.

**A/F1 - Approval of Legal Voucher – DeCotiis, FitzPatrick & Cole, LLP**

Approval is hereby granted for payment of the following legal voucher:

March 1, 2016 to March 31, 2016    DeCotiis, FitzPatrick & Cole, LLP.                                 \$ 18,677.88

**A/F2 – Approval of Labor Voucher – Cleary, Giacobbe, Alfieri, Jacobs**

Approval is hereby granted for payment of the following Labor Consulting services:

March 1, 2016 to March 31, 2016 – Invoice    41746  
Cleary Giacobbe Alfieri Jacobs   \$ 6,500.00

**A/F3 – Approve FY 2016 - 2017 Tuition Rate per Credit Increase**

Approval is hereby granted to implement the following increase to tuition for the 2017 fiscal year.

<u>Category</u>	<u>Current Rate</u>	<u>Proposed Rate</u>
Tuition-In County	\$135.00	\$138.50
Out-of-County	\$277.00	\$285.00
Out-of-State	\$292.00	\$300.00

The increase is made to the tuition rate per credit as required to fund the FY2016-2017 budget.  
The other fees all remain unchanged.

**A/F4 – To authorize the purchase of miscellaneous Apple accessories from Apple Inc. for an amount not to exceed \$ 6,500.00 until June 30, 2016.**

Approval is hereby granted to purchase miscellaneous Apple items such as iPads, iPad cases, accessories, such as Lightning to VGA Adapters, Lightning to USB Cables, iPad Air Cases from Apple Inc. for an amount not to exceed \$ 6,500.00 until June 30, 2016.

**A/F5 – Approval of travel expenses for CampusWorks, Inc., for March 2016 totaling \$9,223.78.**

Approval is granted for travel expenses - March 2016 in the amount of \$9,223.78 for CampusWorks, Inc. personnel.

**A/F6 –To authorize the purchase of annual renewal of Vyopta vPublish recording software for use in Cisco Show and Share classrooms from Promedia Technology Services, Inc. Vyopta automates the recording and publishing of lectures, creating categories and enabling searching to enhance the student experience.**

Approval is hereby granted to purchase annual renewal of Vyopta vPublish for one year, from May 21, 2016 until May 20, 2017, from Promedia Technology Services, Inc. at a cost of \$19,722.50.

**A/F7 - Authorization to continue consulting services from Ellucian Inc. in support of the SQL Migration project (126 hours), implementation of Self Service Student Planning and Financial Aid (60 hours), analysis on moving to multi-academic terms with in the same reporting term (40 hours) and support for software updates (50 hours). This will be a total of 276 hours at a cost of \$58,788.**

Approval is granted to purchase a total of 276 hours at a cost of \$58,788 for services from Elucian Inc.

**A/F8 - To authorize the purchase of computer hardware components from GovConnection, Inc. through the Carl Perkins Grant for use in Computer Technology programs.**

Approval is granted to purchase from GovConnection, Inc., for the amount of \$22,972.75, (25) twenty-five sets of computer hardware components, Central Processor Unit with a Cooling Fan, Motherboard, Random Access Memory, Hard Drive, Graphics Card, DVD Drive Power Supply, and Tower Case.

**A/F9 - Authorization to award Public Bid P-2204 for On-Call Locksmith, Automatic and Fire Door Repairs to Parent Door Hardware for an estimated amount of \$326,656.26 for the period May 15, 2016 through May 14, 2018.**

Approval is granted to award Public Bid P-2204 for On-Call Locksmith, Automatic and Fire Door Repairs to Parent Door Hardware for an estimated amount of \$326,656.26 for the period May 15, 2016 through May 14, 2018.

**A/F10 – To award management and operation of campus food services to Gourmet Dining in accordance with RFP R-074 for the period August 1, 2016 thru July 31, 2021.**

Approval is granted to award RFP # R-074 Management and Operation of Food Services to Gourmet Dining for a five year agreement beginning August 1, 2016, with an option to renew for an additional five years if agreeable to both parties.

**A/F11 - Authorization to award Public Bid P-2205 for On-Call General Contracting to Premier Homes & Additions, Inc., for the period May 15, 2016 through May 14, 2018.**

Approval is granted to award Public Bid P-2205 for On-Call General Contracting to Premier Homes & Additions, Inc. for the estimated amount of \$417,663.00, for the period May 15, 2016 through May 14, 2018.

**A/F12 - Authorization to purchase from AMG Medical LTD. a SMOTS Medical Observation Training System used to record and evaluate the performance of health professions students during simulated medical scenarios. This purchase is funded through the TAACCT Grant.**

Approval is granted to purchase Scotia Medical Observation and Training System (SMOTS) from AMG Medical Ltd. in the amount of \$154,870.00.

**A/F13 - Authorization to purchase from Medical Shipment, LLC an electronic medication management and distribution system for the Center for Simulation in the Health Professions Building. This purchase is funded through the TAACCT Grant.**

Approval is granted to purchase CareFusion Pyxis Medstation 4000 from Medical Shipment LLC in the amount of \$49,999.00.

**A/F14 - Authorization to pay for advertisements in North Jersey Media Group's various publications for registration, theatre and human resource recruitment as requested by the Public Relations Department.**

Approval is hereby granted to spend an estimated \$17,426 through June 30, 2016, with North Jersey Media Group, for registration, theatre and human resource recruitment advertising.



**A/F15 - Authorization to purchase a Neopost Four Station Folder Inserter from Neopost USA at a cost of \$17,414.00, which will replace the existing broken folder inserter machine in the Copy Center, in order to operate high-speed mail inserting and folding functions.**

Approval is granted to purchase of a Neopost DS85E4 Four Station Folder Inserter with basic jogger and power line conditioner at a cost of \$17,414.00, from Neopost USA. Three proposals for a four station folder inserter received from the three vendors listed below.

<b>VENDOR</b>	<b>ITEM</b>	<b>TOTAL ESTIMATED AMOUNT</b>
Neopost USA	DS85E4	\$17,414.00
Pitney Bowes	Relay 5000	\$24,692.00
Formax	FD 6404	\$27,917.00

Education and Student Affairs Resolutions were not included in the board packet.

**P1 – Appointment: Support Staff**

Approval is granted for the appointment of the following individual to the position and annual salary indicated.

<u>Name</u>	<u>Position/Division</u>	<u>Salary</u>	<u>Effective Date</u>
Elizabeth Stichauner	Library Assistant	\$32,000.00 (pro-rated)	01/19/16 (retroactive)

**P2 – Appointment: Academic Chairs and Program Coordinators/Faculty**

Approval is granted to appoint the individuals listed below to the position of Academic Chairs, and Program Coordinators/Directors at the stipends and release time shown for the period July 1, 2016 – June 30, 2017.

<u>Name</u>	<u>Departments//Division</u>	<u>Annual Stipend</u>	<u>Annual Release Time</u>
<b><u>ACADEMIC CHAIRS</u></b>			
Jacqueline Behn [Dr.]	Social Sciences//Business, Arts and Social Sciences	\$6,000.00	22 credit hours
Linda Box [Dr.]	Physical Sciences//Mathematics, Science and Technology	\$6,000.00	20 credit hours
Keith Chu	History//Humanities	\$3,000.00	11 credit hours
Deborah Cook	Dental Hygiene//Health Professions	\$3,000.00	11 credit hours
Peter Dlugos [Dr.]	Philosophy & Religion//Humanities	\$3,000.00	11 credit hours
Randolph Forsstrom [Dr.]	Mathematics//Mathematics, Science and Technology	\$6,400.00	23 credit hours
Bernard Fuersich	Wellness and Exercise Science//Health Professions	\$3,000.00	11 credit hours
Robert Highley	Biology and Horticulture//Mathematics, Science and Technology	\$6,000.00	20 credit hours
William Jiang [Dr.]	English as a Second Language and World Languages//Humanities	\$6,400.00	22 credit hours

**Board of Trustees Minutes  
May 3, 2016  
Page 10**

<u>Name</u>	<u>Departments//Division</u>	<u>Annual Stipend</u>	<u>Annual Release Time</u>
<b><u>ACADEMIC CHAIRS</u></b>			
Richard Kuiters	Criminal Justice and Legal Studies// Business, Arts and Social Sciences	\$3,000.00	13 credit hours
Lou Ethel Roliston [Dr.]	Composition, Literature and English Basic Skills//Humanities	\$6,400.00	23 credit hours
Robert Saldarini	Business and Hotel and Restaurant Management//Business, Arts and Social Sciences	\$6,000.00	22 credit hours
Elin Schikler	Communications//Humanities	\$3,000.00	11 credit hours
Daniel Sheehan	Visual and Performing Arts/ Business, Arts and Social Sciences	\$6,000.00	20 credit hours
Emily Vandalovsky	Technology//Mathematics, Science and Technology	\$3,000.00	11 credit hours

**PROGRAM COORDINATORS/DIRECTORS**

<u>Name</u>	<u>Department/Division</u>	<u>Annual Release Time</u>
Kelly Alexis Birdsall Griffiths	World Languages//ESL and World Languages	11 credit hours
Amy Ceconi [Dr.]	Respiratory Therapy//Health Professions	10 credit hours
Carol Chovanec	Radiation Therapy Technology//Health Professions	10 credit hours
Geralyn Collins-Eisler	Diagnostic Medical Sonography//Health Professions	10 credit hours
Frank Danieli	Hotel and Restaurant Management/Business, Arts and Social Sciences	11 credit hours
Robert Fusco	Developmental Math// Mathematics, Science and Technology	12 credit hours
Seamus Gibbons	Composition & Literature//Humanities	12 credit hours
Lawrence Joel [Dr.]	Legal Studies//Business, Arts and Social Sciences	11 credit hours
Leigh Jonaitis [Dr.]	English Basic Skills//Humanities	12 credit hours
Lenore Lerer	College Math// Mathematics, Science and Technology	12 credit hours
Joseph Mamatz	Radiography//Health Professions	10 credit hours
Jennifer McCarthy	Paramedic Science//Health Professions	10 credit hours
Carolan Sherman	Surgical Technology//Health Professions	10 credit hours
Harriet Terodemos	Veterinary Technology//Health Professions	10 credit hours
Steven Toth	Medical Office Assistant//Health Professions	10 credit hours

**PROGRAM LIAISON**

<u>Name</u>	<u>Department/Division</u>	<u>Annual Release Time</u>
David Wang	Computer Science// Science, Math and Technology	4 credit hours

## Board of Trustees Minutes

May 3, 2016

Page 11

### **P3 - Appointment: Professional Staff**

Approval is hereby granted for the appointment of the following individual to the position and annual salary indicated.

<u>Name</u>	<u>Position/Division</u>	<u>Salary</u>	<u>Effective Date</u>
Ian Wolf	Coordinator of Student Conduct and Information	\$48,000.00 (pro-rated)	06/06/16

### **P4 – Reappointment – Technical/Professional Assistants**

Approval is granted to reappointment the following individuals be reappointed to the positions indicated for the academic year, commencing July 1, 2016 through June 30, 2017 (One-year contract):

<u>Name</u>	<u>Title</u>	<u>Discipline/Division</u>
Mark Balzarette	Professional Assistant	Manufacturing Technology/Math, Science, and Technology
John Cichowski	Technical Assistant I	Tutorial Supervisor/Cerullo Learning Assistance Center/Academic Affairs
Patrice Devinentis	Technical Assistant II	Performing Arts/Business, Arts and Social Sciences
Julie Field	Technical Assistant I	Enrollment Specialist/Admissions and International Programs/Student Affairs
Patricia Giannini	Technical Assistant I	Enrollment Specialist/Admissions and International Programs/Student Affairs
Candice Kaup Scioscia	Technical Assistant II	Tutorial Supervisor/Cerullo Learning Assistance Center/Academic Affairs
Michele Kenyon	Technical Assistant I	Dental Hygiene/Health Professions
Juan Leon	Technical Assistant II	Visual Arts/ Business, Arts and Social Sciences
Richard Tran	Technical Assistant II	Biology & Horticulture / Math, Science, and Technology
Mine Ugurlu	Technical Assistant I	Enrollment Specialist/Admissions and International Programs/Student Affairs
Sherry Wilson	Technical Assistant II	Hotel Restaurant Management/Business, Arts and Social Sciences

That the following individuals be reappointed to the positions indicated for the academic year, commencing July 1, 2016 through June 30, 2018 (Two-year contract):

<u>Name</u>	<u>Title</u>	<u>Discipline/Division</u>
Cliff Cargill	Technical Assistant I	Physical Sciences/Math, Science, and Technology
Dominic Ciaccio	Professional Assistant	Information Technology
Christopher Cioppa	Professional Assistant	Arts, Humanities, and Wellness
Maria Cleary	Technical Assistant II	Library Services/Academic Affairs

**Board of Trustees Minutes**  
**May 3, 2016**  
**Page 12**

That the following individuals be reappointed to the positions indicated for the academic year, commencing July 1, 2016 through June 30, 2018 (Two-year contract):

<u>Name</u>	<u>Title</u>	<u>Discipline/Division</u>
Barbara DeStefano	Technical Assistant I	Biology and Horticulture/Mathematics, Sciences, and Technology
Howard Dreispan	Technical Assistant I	Media Technology/Information Technology
John Findura	Professional Assistant Assistance	Writing Tutorial Supervisor/Cerullo Learning Center/Academic Affairs
Joshua Gordon	Technical Assistant I	Media Technology/Information Technology
Mary Ann Kho	Technical Assistant I	Media Technology/Information Technology
Peter Kolankowski	Technical Assistant I	Media Technology/Information Technology
Mike Martinez	Professional Assistant	Student Affairs
Robert Papp	Professional Assistant	Media Technology/Information Technology
Todd Garrett Planten	Technical Assistant II	Biology & Horticulture/Math, Science, and Technology
Lynne Richardson	Professional Assistant	Student Affairs
Sharon Sawey	Professional Assistant	Biology & Horticulture/Mathematics, Science, and Technology/Academic Affairs
Madhvi Shah	Technical Assistant I	Mathematics Tutorial Supervisor/Cerullo Learning Assistance Center/Academic Affairs
Yolanda Sheppard	Professional Assistant	Library Services/Academic Affairs
Mary Singletary	Professional Assistant	Nursing/Health Professions
Elsa Valcarcel	Professional Assistant	Student Affairs

**Justification**

In accordance with Article XIII of the BCCFA contract.

**P5 – Reclassification/Reappointment: Technical/Professional Assistants**

Approval is granted for the reclassification of the following Technical Assistants to the positions indicated, effective July 1, 2016 and reappointed for the period July 1, 2016 to June 30, 2017:

<u>Name</u>	<u>Division</u>	<u>From</u>	<u>To</u>
Patrice Devinentis	Academic Affairs	Technical Assistant II	Technical Assistant I
Candice Kaup Scioscia	Academic Affairs	Technical Assistant II	Technical Assistant I

**Justification**

As per BCCFA Contract.

**P6 – Promotion Faculty**

Approval is granted that the individuals listed below be promoted effective September 1, 2016 to the ranks indicated with salary adjustments in accordance with the Agreement between the Board of Trustees and the BCCFA:

<b><u>Assistant Professor</u></b> Shyamal Tiwari	<b><u>Discipline</u></b> Performing Arts	<b><u>Division</u></b> Business, Arts and Social Sciences
<b><u>Associate Professor</u></b> Benicia D'Sa [Dr.] Linda Hall Luis Jimenez [Dr.] Thomas LaPointe [Dr.] Camelia Lataianu [Dr.]	<b><u>Discipline</u></b> Education Dental Hygiene Biology & Horticulture Writing/Literature Sociology & Anthropology	<b><u>Division</u></b> Business, Arts and Social Sciences Health Professions Mathematics, Science and Technology Humanities Business, Arts and Social Sciences
<b><u>Full Professor</u></b> Robert Dill Mary Flannery Donald Reilly Joseph Sivo [Dr.]	Biology & Horticulture Biology & Horticulture English Basic Skills Physical Science	Mathematics, Science and Technology Mathematics, Science and Technology Humanities Mathematics, Science and Technology

**Justification**

As per the BCCFA contract

**P7 – Amend Date: Leave of Absence/Professional Staff**

Approval is granted to amend the effective date of the approved Leave of Absence, without pay, for the following individual from the position listed below, effective date as indicated:

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Rosanne Franco	Office Services Supervisor/Cerullo Learning Assistance Center/Academic Affairs	03/18/16 (retroactive)

**P8 – Approve: Return from Leave of Absence/Professional Staff**

Approval is granted for the return from a Leave of Absence, without pay, for the following individual to the position listed below, effective date as indicated:

<u>Name</u>	<u>Position/Division</u>	<u>Annual Salary</u>	<u>Effective Date</u>
Rita Blanco	Financial Aid Data Specialist/Financial Aid/ Student Affairs	\$66,031.00	04/21/16 (retroactive)

**P9 – Resignation: Confidential Staff**

Approval is granted for the resignation of the following individual:

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Stella Stempel	Human Resources Generalist/Human Resources	04/04/16 (retroactive)

**Board of Trustees Minutes**

**May 3, 2016**

**Page 14**

**P10 – Resignation: Confidential Staff**

Approval is granted for the resignation of the following individual:

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Michael DiBartolomeo	Dean, Enrollment Services/Student Affairs	05/25/16

**P11 – Retirement: Support Staff**

Approval is granted for the retirement of the following individual:

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Bennett Mighty	Sr. Public Safety Officer/Public Safety	08/01/16

**P12 - Approve Support Staff Merit Award Program recipients as per the agreement in the Support Staff Memorandum of Agreement, Article XVI, approved by the Board of Trustees on January 8, 2015.**

Approval is granted for the merit award increases for the following individuals:

<u>Name</u>	<u>Position/Department-Division</u>	<u>Salary</u>	<u>Effective Date</u>
Barbara Bliss	Executive Secretary/Academic Affairs	\$52,364.00	07/01/2015 (retroactive)
Bessie DeJesus	Sr. Secretary/Student Affairs	\$40,376.00	07/01/2015 (retroactive)
Edwin Lopez-Rodriguez	Sr. Custodian/Custodial Operations	\$38,268.00	07/01/2015 (retroactive)
Marguerite MacDonald	Executive Secretary/Academic Affairs	\$41,211.00	07/01/2015 (retroactive)
Thomas Meyers	Sr. Public Safety Officer/Public Safety	\$43,951.00	07/01/2015 (retroactive)
Rosa Salazar	Executive Secretary/Student Affairs	\$51,320.00	07/01/15 (retroactive)

**Justification**

The individuals listed were reviewed and approved for this award based on their performance. This initial group is comprised of the list identified in 2012 and which was referenced in the Support Staff Memorandum of Agreement, Article XVI, and approved by the Board of Trustees on January 8, 2015.

**S/F 1 - To award Public Bid P-2206 to Trane U.S., Inc. to overhaul the 25 year old 890 Ton Trane Centravac Centrifugal Chiller in the Pitkin Education Center.**

Approval is granted to award Public Bid P-2206 890 Ton Trane Centravac Centrifugal Chiller Overhaul to Trane U.S., Inc. at a cost of \$89,429.00, plus \$9,433.00 for option 1 covering a three year extended warranty.

**S/F 2 – To award Public Bid P-2211 to Adamo Brothers Construction Inc. for the construction of a concrete parking pad for the Paramedic Science training ambulance located at the Lyndhurst campus. Project includes installation of power and data interfaces.**

Approval is granted to award Public Bid P-2211 New Ambulance Parking-Training to Adamo Brothers Construction Inc. in the amount of \$79,020.00.

**Board of Trustees Minutes**

**May 3, 2016**

**Page 15**

**ADJOURNMENT**

As no further business was brought before the Board of Trustees, Chairman Corriston requested a motion to adjourn the meeting at 6:40 p.m. A motion was made by Trustee Mecca and seconded by Trustee Miller. All were in favor. No one opposed.

Thank you,

Ms. Germaine Ortiz  
Secretary, Board of Trustees



# **Budget Presentation**

## **FY2015 - FY2017**



**BERGEN COMMUNITY COLLEGE  
REVENUES**

**FOR FISCAL YEAR JULY 1, 2016 TO JUNE 30, 2017**

	Previous Budget 7/01/2014 - 6/30/2015	Current Budget 7/01/2015 - 6/30/2016	Proposed Budget 7/01/2016 - 6/30/2017	% of Total
<b>REVENUES</b>				
<b>Unrestricted:</b>				
Tuition	\$61,296,130	\$59,701,029	\$57,576,941	51.7%
Student Fees	20,166,450	19,820,300	17,930,934	16.1%
Governmental Appropriations				
State	12,163,630	12,331,670	12,184,228	10.9%
County	19,116,620	19,690,119	20,109,880	18.0%
Other New Jersey Counties				
Sales & Services of Auxiliary	170,000	170,000	221,000	0.2%
Enterprise	115,000	175,500	125,000	0.1%
Other Sources	1,330,000	1,798,000	1,300,000	1.2%
Fund Balance Appropriation	2,128,884	4,082,382	2,023,495	1.8%
Total Unrestricted	\$116,486,714	\$117,769,000	\$111,471,478	100.0%
Restricted:				
Student Aid and Other Grants	42,904,800	48,500,000	46,500,000	
Total Current Funds Revenues	\$159,391,514	\$166,269,000	\$157,971,478	

Student Aid and Other Grants revenue offset the costs for student affairs activities and other expenditures resulting a \$0 balance.

## BERGEN COMMUNITY COLLEGE 40 Years County Aid Ratio

Year	County Aid	Total Budget	%	Year	County Aid	Total Budget	%
FY77	4,374,710	10,980,171	<b>39.8%</b>	FY97	14,780,156	49,508,350	29.9%
FY78	4,588,010	12,195,743	37.6%	FY98	14,694,000	51,028,100	28.8%
FY79	4,855,410	13,254,483	36.6%	FY99	14,884,760	52,150,560	28.5%
FY80	5,105,410	14,099,428	36.2%	FY00	14,884,760	54,040,840	27.5%
FY81	5,600,000	15,525,504	36.1%	FY01	15,182,450	57,163,740	26.6%
FY82	6,300,000	18,993,838	33.2%	FY02	15,486,100	59,153,750	26.2%
FY83	7,125,000	19,831,000	35.9%	FY03	15,696,320	61,711,860	25.4%
FY84	7,723,000	21,846,000	35.4%	FY04	16,088,720	65,965,850	24.4%
FY85	8,580,000	24,290,185	35.3%	FY05	16,490,945	71,555,780	23.0%
FY86	9,458,000	25,211,200	37.5%	FY06	16,490,945	75,052,310	22.0%
FY87	10,472,500	27,020,400	38.8%	FY07	16,903,220	79,456,150	21.3%
FY88	11,097,500	29,446,773	37.7%	FY08	17,949,830	83,410,530	21.5%
FY89	12,167,900	30,861,000	39.4%	FY09	18,107,150	89,272,140	20.3%
FY90	12,812,800	32,279,900	39.7%	FY10	18,650,358	96,132,650	19.4%
FY91	13,982,000	36,370,877	38.4%	FY11	19,116,620	106,882,400	17.9%
FY92	14,152,600	38,565,000	36.7%	FY12	14,139,870	108,398,800	13.0%
FY93	13,982,000	41,861,000	33.4%	FY13	14,139,870	111,006,020	12.7%
FY94	14,615,230	44,225,458	33.0%	FY14	17,876,630	114,086,240	15.7%
FY95	14,353,900	47,279,800	30.4%	FY15	19,116,620	116,486,714	16.4%
FY96	14,694,600	48,868,600	30.1%	FY16	19,690,119	117,769,000	16.7%
				FY17	20,109,880	111,471,478	<b>18.0%</b>

## BERGEN COMMUNITY COLLEGE 40 Years State Aid Ratio

Year	State Aid	Total Budget	%	Year	State Aid	Total Budget	%
<b>FY77</b>	3,345,000	10,980,171	<b>30.5%</b>	<b>FY97</b>	9,540,000	49,508,350	19.3%
<b>FY78</b>	3,978,600	12,195,743	32.6%	<b>FY98</b>	10,140,600	51,028,100	19.9%
<b>FY79</b>	4,690,700	13,254,483	35.4%	<b>FY99</b>	11,049,200	52,150,560	21.2%
<b>FY80</b>	5,040,000	14,099,428	35.7%	<b>FY00</b>	12,351,880	54,040,840	22.9%
<b>FY81</b>	5,452,750	15,525,504	35.1%	<b>FY01</b>	13,758,090	57,163,740	24.1%
<b>FY82</b>	5,360,476	18,993,838	28.2%	<b>FY02</b>	14,984,020	59,153,750	25.3%
<b>FY83</b>	5,360,000	19,831,000	27.0%	<b>FY03</b>	15,090,060	61,711,860	24.5%
<b>FY84</b>	5,420,000	21,846,000	24.8%	<b>FY04</b>	15,010,910	65,965,850	22.8%
<b>FY85</b>	6,501,137	24,290,185	26.8%	<b>FY05</b>	15,010,910	71,555,780	21.0%
<b>FY86</b>	7,299,000	25,211,200	29.0%	<b>FY06</b>	14,901,890	75,052,310	19.9%
<b>FY87</b>	7,600,000	27,020,400	28.1%	<b>FY07</b>	14,295,590	79,456,150	18.0%
<b>FY88</b>	8,309,011	29,446,773	28.2%	<b>FY08</b>	14,513,340	83,410,530	17.4%
<b>FY89</b>	8,620,000	30,861,000	27.9%	<b>FY09</b>	13,521,860	89,272,140	15.1%
<b>FY90</b>	8,400,000	32,279,900	26.0%	<b>FY10</b>	12,845,770	96,132,650	13.4%
<b>FY91</b>	7,757,640	36,370,877	21.3%	<b>FY11</b>	12,175,900	106,882,400	11.4%
<b>FY92</b>	7,850,000	38,565,000	20.4%	<b>FY12</b>	12,065,190	108,398,800	11.1%
<b>FY93</b>	8,400,000	41,861,000	20.1%	<b>FY13</b>	12,163,630	111,006,020	11.0%
<b>FY94</b>	9,166,715	44,225,458	20.7%	<b>FY14</b>	12,163,630	114,086,240	10.7%
<b>FY95</b>	9,260,000	47,279,800	19.6%	<b>FY15</b>	12,163,630	116,486,714	10.4%
<b>FY96</b>	9,500,000	48,868,600	19.4%	<b>FY16</b>	12,331,670	117,769,000	<b>10.5%</b>
				<b>FY17</b>	12,184,228	111,471,478	<b>10.9%</b>

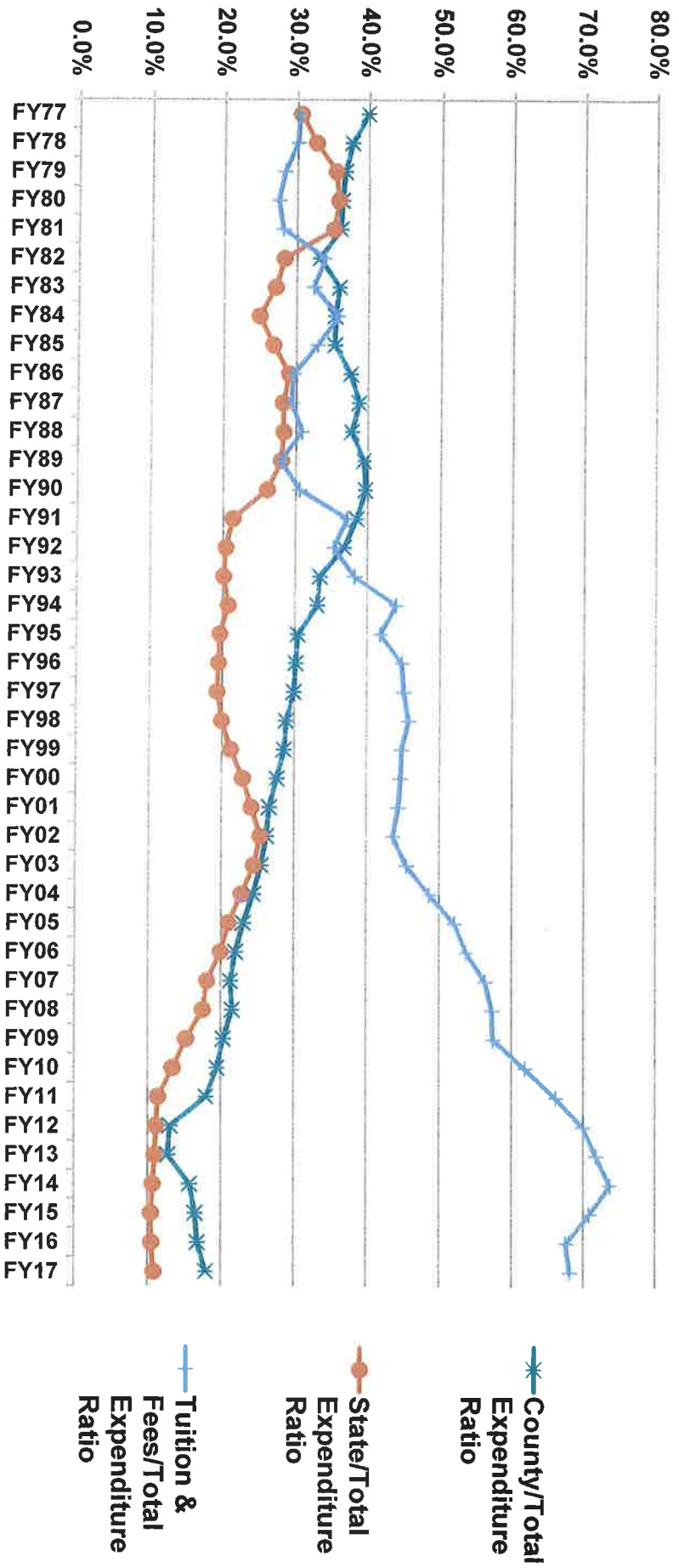
**BERGEN COMMUNITY COLLEGE  
40 Years Tuition & Fees Ratio**

<b>FY77</b>	3,320,404	10,980,171	<b>30.2%</b>	<b>FY97</b>	22,294,099	49,508,350	45.0%
<b>FY78</b>	3,657,270	12,195,743	30.0%	<b>FY98</b>	23,319,800	51,028,100	45.7%
<b>FY79</b>	3,737,551	13,254,483	28.2%	<b>FY99</b>	23,343,100	52,150,560	44.8%
<b>FY80</b>	3,856,338	14,099,428	27.4%	<b>FY00</b>	24,130,700	54,040,840	44.7%
<b>FY81</b>	4,344,504	15,525,504	28.0%	<b>FY01</b>	25,349,700	57,163,740	44.3%
<b>FY82</b>	6,449,733	18,993,838	34.0%	<b>FY02</b>	25,810,130	59,153,750	43.6%
<b>FY83</b>	6,405,000	19,831,000	32.3%	<b>FY03</b>	28,051,980	61,711,860	45.5%
<b>FY84</b>	7,832,000	21,846,000	35.9%	<b>FY04</b>	32,052,720	65,965,850	48.6%
<b>FY85</b>	7,994,266	24,290,185	32.9%	<b>FY05</b>	37,236,675	71,555,780	52.0%
<b>FY86</b>	7,445,000	25,211,200	29.5%	<b>FY06</b>	40,273,630	75,052,310	53.7%
<b>FY87</b>	7,917,400	27,020,400	29.3%	<b>FY07</b>	44,743,640	79,456,150	56.3%
<b>FY88</b>	9,059,295	29,446,773	30.8%	<b>FY08</b>	47,763,660	83,410,530	57.3%
<b>FY89</b>	8,577,500	30,861,000	27.8%	<b>FY09</b>	51,248,680	89,272,140	57.4%
<b>FY90</b>	9,840,100	32,279,900	30.5%	<b>FY10</b>	59,528,060	96,132,650	61.9%
<b>FY91</b>	13,499,349	36,370,877	37.1%	<b>FY11</b>	70,712,820	106,882,400	66.2%
<b>FY92</b>	13,603,400	38,565,000	35.3%	<b>FY12</b>	75,794,370	108,398,800	69.9%
<b>FY93</b>	15,975,300	41,861,000	38.2%	<b>FY13</b>	79,618,360	111,006,020	71.7%
<b>FY94</b>	19,446,807	44,225,458	44.0%	<b>FY14</b>	84,045,980	114,086,240	73.7%
<b>FY95</b>	19,754,100	47,279,800	41.8%	<b>FY15</b>	85,206,464	116,486,714	73.1%
<b>FY96</b>	21,886,400	48,868,600	44.8%	<b>FY16</b>	79,521,329	117,769,000	<b>67.5%</b>
				<b>FY17</b>	75,507,875	111,471,478	<b>67.7%</b>

# BERGEN COMMUNITY COLLEGE

## Tuition & Fees, State Aid and County Aid Ratio

### FY1977 – FY2017



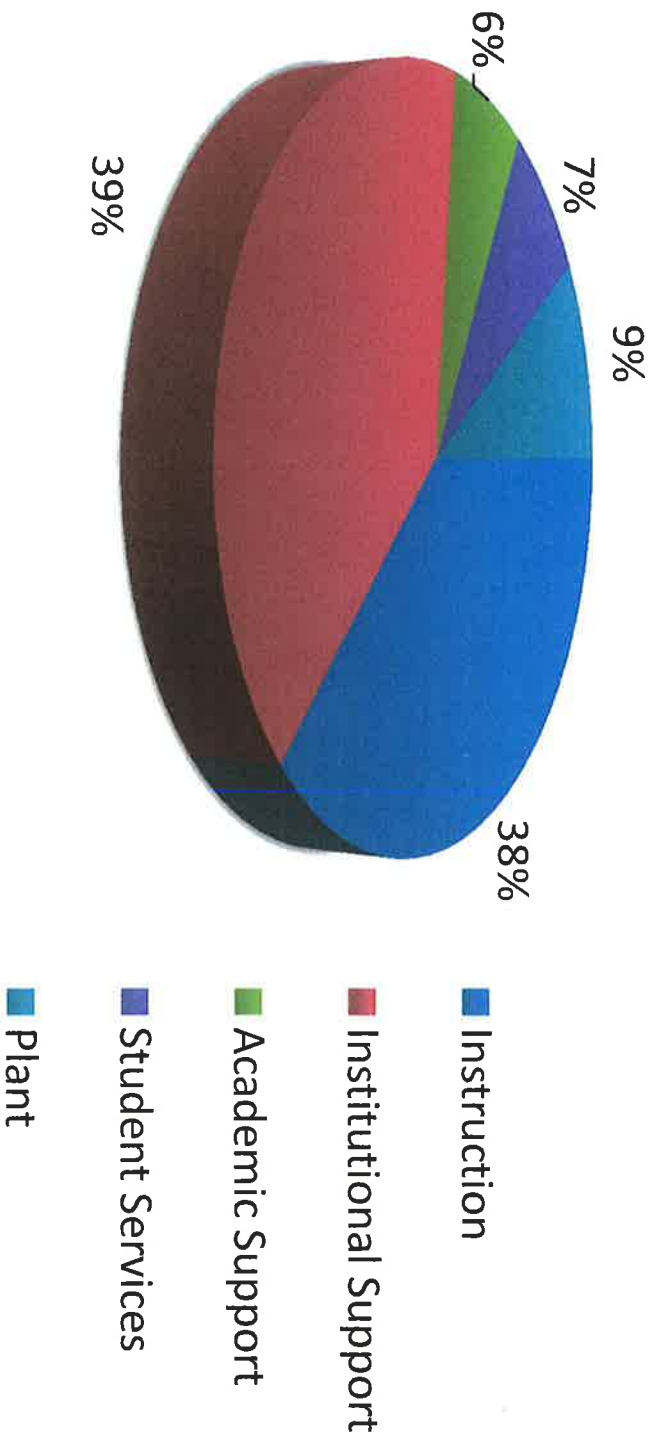
# BERGEN COMMUNITY COLLEGE EXPENDITURES

## FOR FISCAL YEAR JULY 1, 2016 TO JUNE 30, 2017

	Previous Budget 7/01/2014 - 6/30/2015	Current Budget 7/01/2015 - 6/30/2016	Proposed Budget 7/01/2016 - 6/30/2017	% of Total
<b>EXPENDITURES &amp; TRANSFERS</b>				
<b>Educational and General:</b>				
<b>Instruction</b> (Instructional expense, testing, tutoring)	\$44,048,874	\$44,787,500	41,968,006	38.1%
<b>Academic Support</b> (Honoraria, books & subscriptions, evaluation/accrreditation, study abroad, A/P awards, literary arts series, program review, articulation, professional development)	6,419,265	6,529,700	7,052,750	6.4%
<b>Student Services</b> (recruitment, freshmen, seminar, special events, clubs, athletics)	8,700,010	8,835,900	8,245,294	7.5%
<b>Institutional Support</b> (Insurance, legal, audit, IT support, automotive, uniforms, repairs & maintenance, provision for doubtful account, collection agency, advertising, postage)	45,031,445	45,245,600	42,490,614	38.6%
<b>Operation &amp; Maintenance of Plant</b> (Utilities, trash, electricity/water, custodial)	10,887,670	10,966,600	10,346,733	9.4%
<b>Educ. &amp; General Expenditure</b>	<b>\$115,087,264</b>	<b>\$116,365,300</b>	<b>\$110,103,397</b>	<b>98.8%</b>

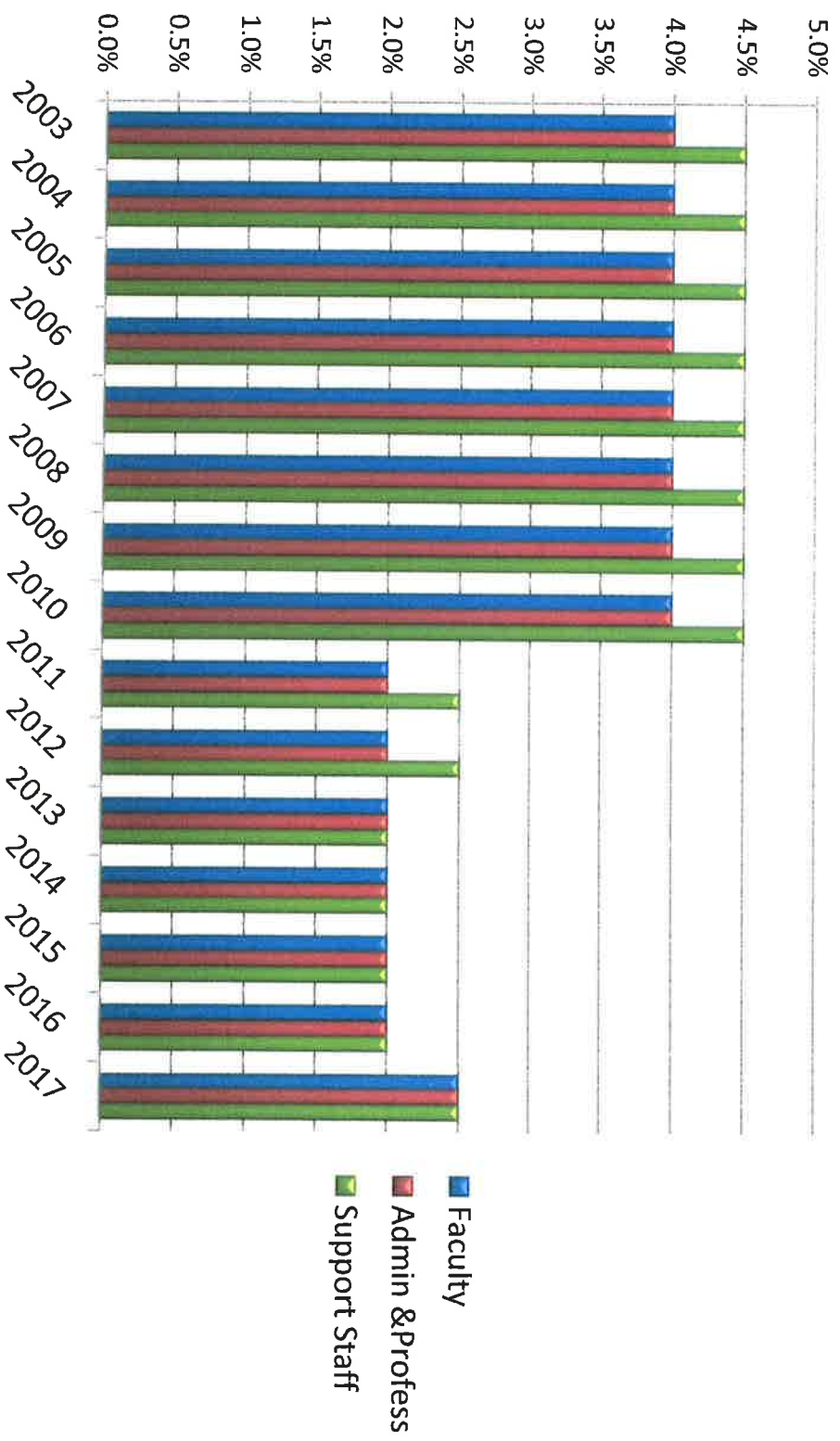
**Common Expenditures in each category:** Salaries, benefit, faculty overload, faculty substitutions, stipends, shift differentials, overtime, part-time, classroom visitation, registration, coaching, proctoring, catering, office supplies, memberships, travel & conferences, minor equipment & furniture, printing & graphics, consultants & contracted services)

**BERGEN COMMUNITY COLLEGE**  
**FY 2016 – FY2017 Operating Budget**  
**Expenditures: \$111,471,478**





# BERGEN COMMUNITY COLLEGE FY 2003-2017 Employee Actual & Budgeted Salary Increases

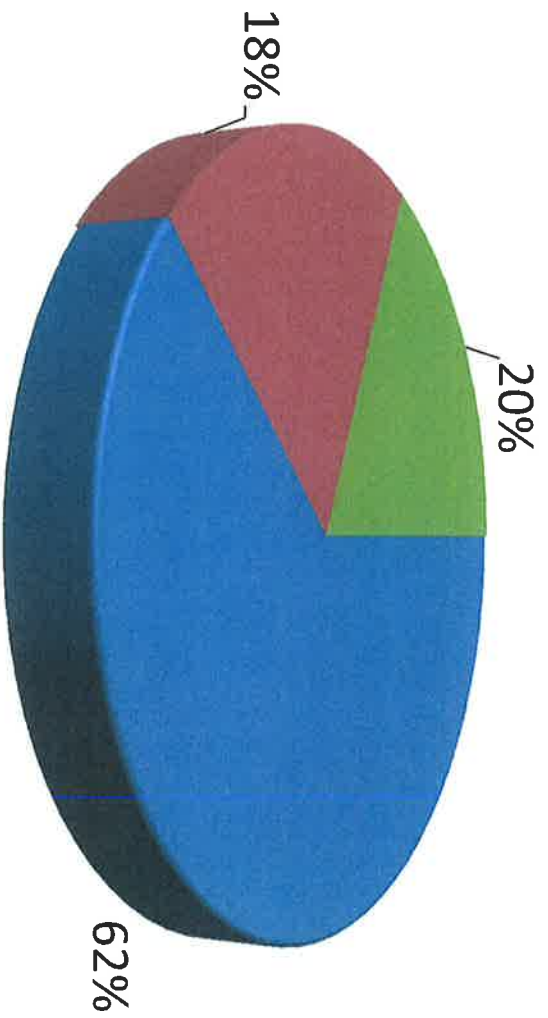




**BERGEN COMMUNITY COLLEGE  
FY2015-2017  
TOTAL SALARIES AND BENEFIT VS. TOTAL EXPENDITURES**

Category	FY2015	% of Total Expense	FY2016	% of Total Expense	FY2017	% of Total Expense
Salary	\$66,052,178	57%	\$66,318,261	56%	\$68,942,479	62%
Benefit	19,669,801	17%	20,558,661	18%	19,761,333	18%
<b>Total Salary/Benefit</b>	<b><u>\$85,721,979</u></b>	<b><u>74%</u></b>	<b><u>\$86,876,922</u></b>	<b><u>74%</u></b>	<b><u>\$88,703,812</u></b>	<b><u>80%</u></b>
Other Expenditures	30,460,455	26%	30,583,578	26%	22,767,666	20%
<b>Total Expenditure</b>	<b><u>\$116,486,714</u></b>	<b><u>100%</u></b>	<b><u>\$117,769,000</u></b>	<b><u>100%</u></b>	<b><u>\$111,471,478</u></b>	<b><u>100%</u></b>
<b>FY2015: Actual expenditures</b>						
<b>FY2016,FY2017: Estimated expenditures</b>						

**BERGEN COMMUNITY COLLEGE**  
**Comparison of Salaries and Benefit Expenditures**  
**to Overall Expenditures**  
**FY2016-2017**

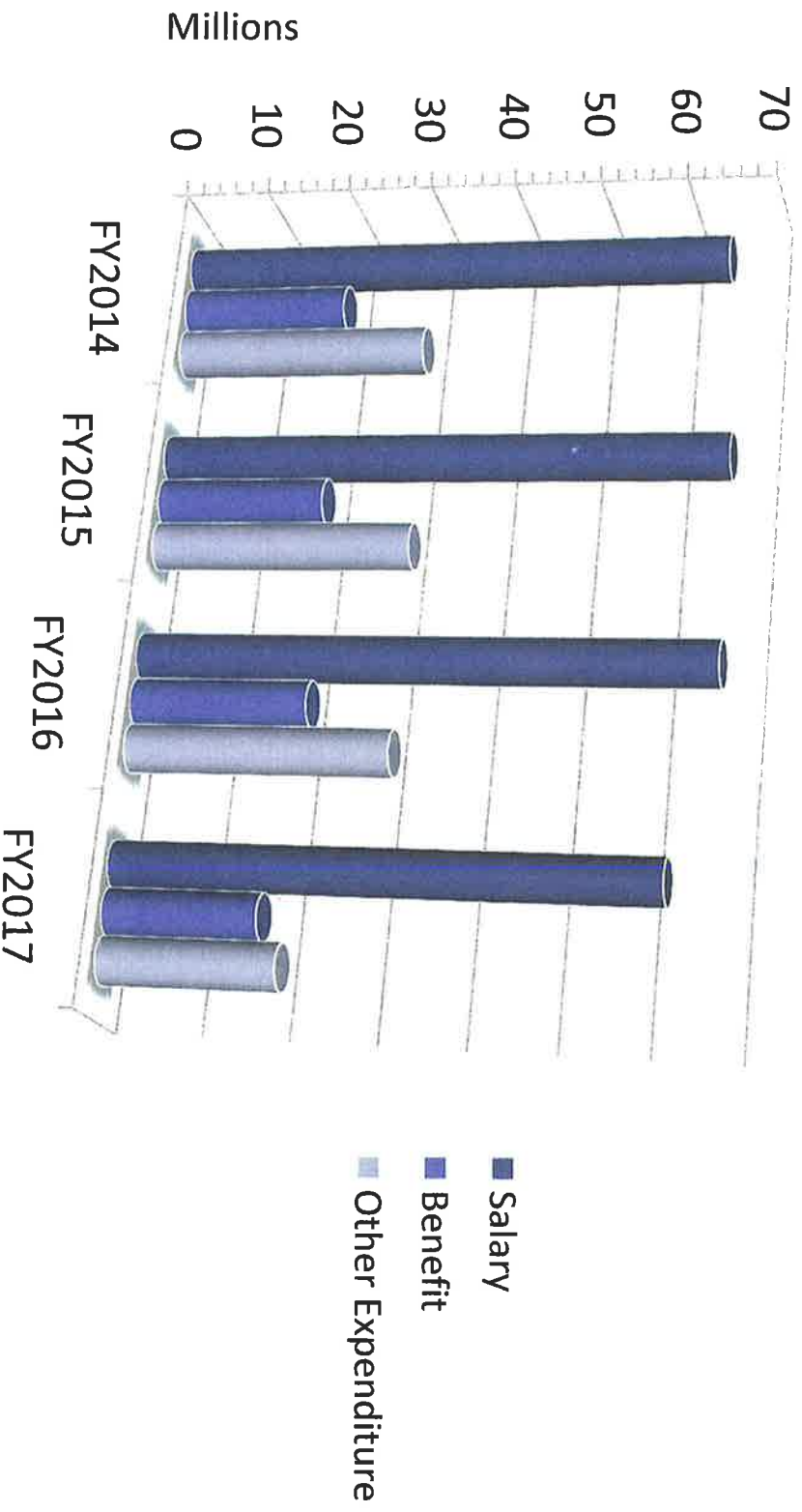


- Salary
- Benefit
- Other Expenditures

# BERGEN COMMUNITY COLLEGE

## FY2014-2017

### Total Salary and Benefit vs. Total Expenditure



**BERGEN COMMUNITY COLLEGE  
FY 2015 - 2017 Operating Budget  
Tuition Increase Summary**

●FY2006	5.00%
●FY2007	8.00%
●FY2008	5.00%
●FY2009	5.00%
●FY2010	8.00%
●FY2011	6.00%
●FY2012	5.50%
●FY2013	3.00%
●FY2014	1.50%
●FY2015	1.50%
●FY2016	1.89%
●FY2017	2.50%

**BERGEN COMMUNITY COLLEGE  
County Capital Bond Issuance**

<b>Years</b>	<b>\$</b>
<b>2004 - 2005</b>	<b>490,000</b>
<b>2005 - 2006</b>	<b>11,950,000</b>
<b>2006 - 2007</b>	<b>5,950,000</b>
<b>2008 - 2009</b>	<b>2,965,000</b>
<b>2009 - 2010</b>	<b>4,903,000</b>
<b>2010 - 2011</b>	<b>4,751,531</b>
<b>2011 - 2012</b>	<b>9,135,000</b>
<b>2012 - 2013</b>	<b>2,480,000</b>
<b>2013 - 2014</b>	<b>980,000</b>
<b>2014 - 2015</b>	<b>1,500,000</b>
<b>2015 - 2016</b>	<b>1,500,000</b>
<b>2016 - 2017</b>	<b>1,500,000</b>

**Above amounts do not include State Chapter 12 Funding requests and County matches.**

**BERGEN COMMUNITY COLLEGE  
 FY 2014 – 2015 Operating Budget  
 Other Opportunities for Tuition Assistance**

- Reminder to apply for Federal Financial Aid by completing the FAFSA form
  - FY 2015 Pell Grants \$23,360,304
  - FY 2015 Tag Grants \$ 5,156,213
  - FY 2015 Federal Loans \$16,589,715
  - NJ Stars \$ 433,244
  - SEOG Grants \$ 275,425
  
- FY 2015 Financial Aid Applications Received 13,223
- FY 2015 Financial Aid Awarded Applications 7,913
  
- Scholarship Opportunities through our Bergen Community College Foundation

# Health Professions Opportunity Grant (HPOG) 2010 - 2015

▶ Enrollment Objective 5001	▶ Actual Enrollment 5039
▶ Completion Objective 3000	▶ Actual Completion 3403
▶ Employed in Healthcare Objective 2100	▶ Employed (in Healthcare) 1806
	▶ Employed (any industry) 2228

**Student Retention**  
**5 year rate: 79%**

## **Reasons for Attrition**

- ▶ **Academic Issues**
- ▶ **Career Fit**
- ▶ **Family Responsibilities**
- ▶ **Economics/Finance**



# Advisory Committees

- ▶ **Industry Based Advisory Committees are mandated by each Accrediting Agency representing a variety of stakeholders in each profession**



# Health Professions Outcomes Assessment

**PROF. JOSEPH A. MAMATZ, JR.**

**RADIOGRAPHY PROGRAM DIRECTOR/ ACADEMIC  
DEPARTMENT CHAIR**

**DR. SUSAN CALLAHAN, BARNARD**

**DEAN, DIVISION OF HEALTH PROFESSIONS**

# Mandated Outcomes That MUST be Reported and Published

- ▶ **Enrollment/Retention  
Rate**
- ▶ **Credentialing Exam  
Pass Rate**
- ▶ **Employment Rates**

# Learning Outcomes Assessment

**RADIOGRAPHY PROGRAM**



# Credentialing Exam Pass Rate

5 year rate: 96%

- ▶ **Increased preparation for the credentialing exam**
- ▶ **Intensive pretesting and reviews**
- ▶ **Teaching students to study the anatomy of the questions.**

# Employment

5 year rate: 97%

- ▶ Hospitals\*
- ▶ Imaging Centers\*
- ▶ Medical Offices
- ▶ Surgical Centers
- ▶ Mobile (Nursing Homes, Rehab Centers)
- ▶ Traveling Radiographers



# Pathways in Health Professions (HPOG) “Lessons Learned”

## Challenge

- ▶ Lack of Assessment
- ▶ Lack of Readiness
- ▶ Completion of Credential Program
- ▶ Credentialing Exam Success
- ▶ Lack of Confidence/Support

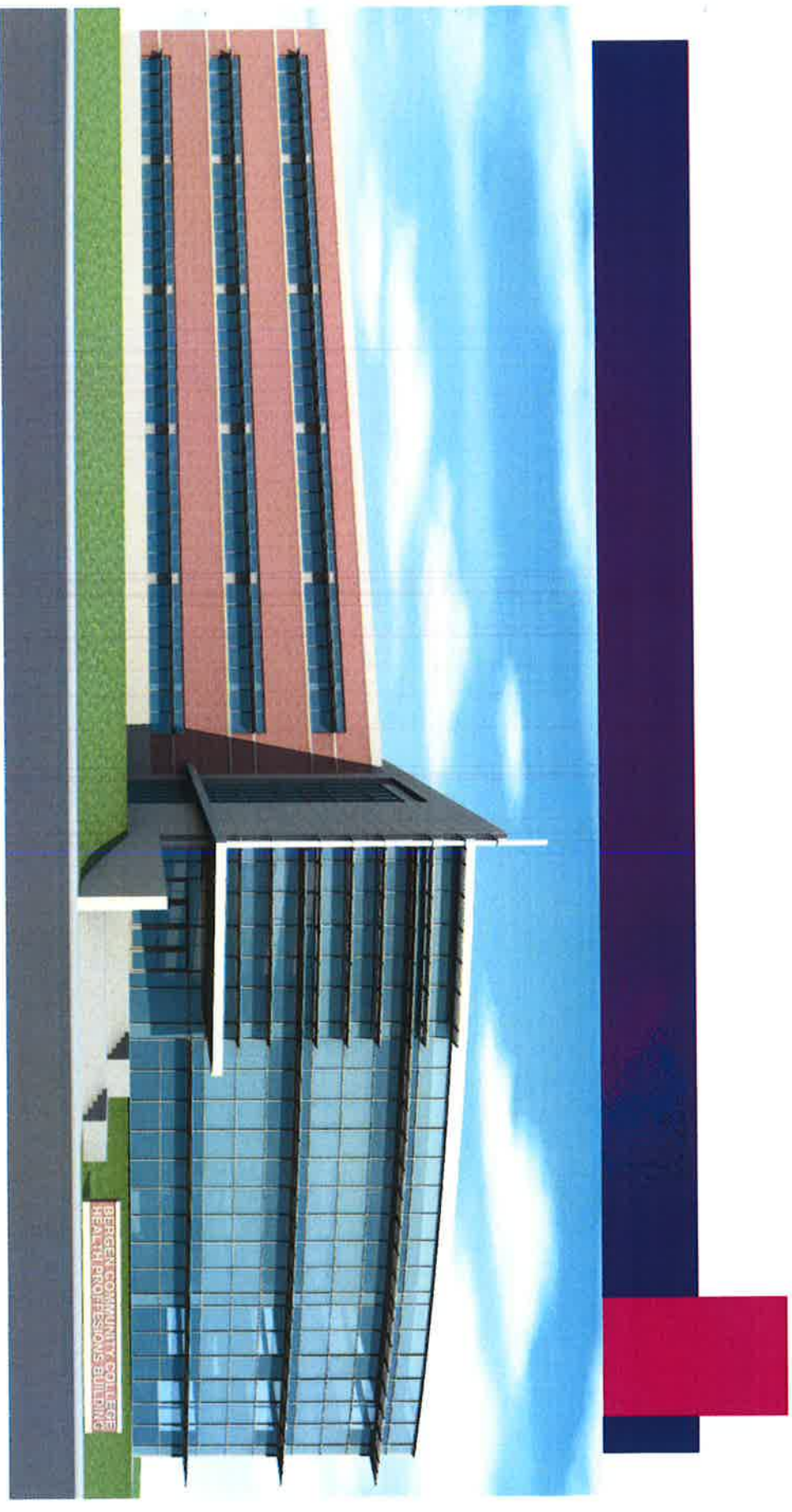
## Solution

- ▶ TABE Testing
- ▶ Smart Start/Tutoring
- ▶ Contextualized Learning
- ▶ Smart Start/Tutoring
- ▶ Smart Start/Networking Sessions/Mentoring

# Bergen Community College HPOG Outcomes (2010-2015)

▶ Enrollment Objective	642
▶ Actual Enrollment	644
▶ Completion Objective	385
▶ Actual Completion	452
▶ Employed in HC Objective	286
▶ Actual HC Employment	247
▶ Actual Employment any industry	275





# **Health Professions Integrated Teaching Center** **“Promoting a Collaborative Culture”**