

**BOARD OF TRUSTEES  
BERGEN COMMUNITY COLLEGE  
February 2, 2016  
PUBLIC MEETING OF THE BOARD OF TRUSTEES**

The Public Meeting of the Board of Trustees of Bergen Community College was held on **February 2, 2016**, 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

Ms. Dorothy Blakeslee  
Mr. Philip J. Ciarco, III  
Mr. E. Carter Corriston  
Mr. James Demetrakis  
Ms. Lorraine Derwin – Alumni Trustee  
Dr. Jo-Anne Mecca  
Mr. Anthony Miller  
Mr. James Napolitano  
Mr. Michael Neglia  
Ms. Germaine Ortiz  
Ms. Irene Oujo  
Ms. Norah Peck

Also Present

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

**PLEDGE OF ALLEGIANCE**

Chairman E. Carter Corriston 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, Trustee Mecca and Trustee Napolitano had an opportunity to see the activity level of the variety of clubs recruiting members for their organizations. Trustee Ciarco wishes all the organizations good recruitment and a wonderful year ahead.

On January 29, 2016, Trustee Ciarco visited the YMCA Meadowlands and met with Jane Egan and Joe Min regarding their building project. During the meeting, it was discussed that there could be cooperative interaction with BCC and the YMCA as this projects develops. President Walter will be meeting with Linda Emr and Jane Egan regarding this initiative.

**Secretary's Report**

Secretary James Napolitano recommended approval of the minutes from December 1, 2015 and January 7, 2016, along with the Consent Agenda, February 2, 2016.

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

Treasurer Dorothy Blakeslee informed the board members that the Audit and Finance Committee met on January 21, 2016 and reviewed the college's financial position. We recommend approval for the following resolutions, A/F 1 to A/F 18.

**President's Report**

President Walter announced that BCC commenced the celebration for "Black History Month". Dr. Arnold Brown, JD, historian, presented "Hallowed Grounds: Sites of African American Memory." It was a wonderful celebration and invite all of you to review the calendar of events listed on the college website.

Dr. Gonzalez-De Jesus introduced Dr. Sharon Audet, Executive Director, Financial Aid who gave a presentation on Assessment for the Financial Aid. Please see attached presentation materials – at end of minutes.

Trustee Ciarco complimented Dr. Gonzalez-De Jesus and Dr. Audet on an impressive accomplishment in the Financial Aid Office. On behalf of the board of trustees, thank you for your efforts.

**COMMITTEES**

**AUDIT AND FINANCE**

Treasurer Blakeslee recommended approval of resolutions A/F 1 and A/F 18.

**PERSONNEL**

Trustee James Napolitano noted that the Personnel Committee met and recommends approval of the Personnel Resolutions P1 through P12.

**BOARD OF SCHOOL ESTIMATE**

No report.

**EDUCATION AND STUDENT AFFAIRS**

Chairman Mecca recommended approval of resolutions E/SA 1 to E/SA 6.

**FOUNDATION REPORT**

Lindsay Mauer, Executive Director of the Foundation Office has begun reviewing all aspects of the Foundation, and revising the Bylaws.

The Foundation is busy preparing this year's signature event, our casino night newly minted as 'Club Monte Carlo', on March 30<sup>th</sup>. We'll be bringing folks back to a time of 1940s/50s by presenting an evening at a supper club with gaming, Fred and Ginger floor show and high spirits. Please contact the foundation office to purchase tickets. Please help to support this event.

### **SITE AND FACILITIES**

Trustee Demetrakis informed the board that Site and Facilities Committee met and offers S/F1 thru S/F5.

### **STRATEGIC PLANNING COMMITTEE**

Vice-Chairman Ciarco reported that Dr. Ken Ender and his entire team will be on campus for about 3 or 4 days the beginning of March. The report is completed and can be found on the BCC website.

Trustee Ciarco commended Dr. Kim, Gail, Soni, faculty and staff members that have given their time and effort to the creation of the report.

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

Trustee Miller reported that the council will be meeting next month.

There is some concern with regard to federal legislation. President Obama met with the Speaker of the House of Representatives to try to come to an understanding as to the sections of legislation they will be able to mutually support. The agenda will be distributed and how it will impact community colleges.

### **ALUMNI TRUSTEE REPORT**

Lorraine Derwin informed the board that the Pay-to-Print initiative is outlined in the "Printing Procedure."

Thank you to Larry Hlavenka for all of his assistance.

### **CHARIMAN'S COMMENT**

Chairman Corrison stated, "The College received wonderful media coverage regarding the drone program. He extended congratulations to all individuals that were involved with this project. Bergen Community College is only one of three community colleges in the entire country to have this program and certified by the FAA to enter U.S. National Airspace System."

### **UNFINISHED BUSINESS**

There was no unfinished business to come before the Board.

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

Mr. Richard Burberidge – provided a presentation and handout on "How the TPP will Affect You and Your Digital Rights".

Professor Brant Chapman, Vice-President of BCC Faculty Association.

Professor Chapman informed the board that he was disappointed that a letter regarding the grievance of Prof. Kelly was distributed on December 23, 2015.

Chairman Corrison requested a motion to close to the public portion of the meeting.

A motion was made by Trustee Neglia and seconded by Vice-Chairman Ciarco.

### **ADOPTION OF MINUTES**

The minutes of the December 1, 2015 and January 7, 2016, meeting of the Board of Trustees were approved as submitted, as moved by Vice-Chairman Philip Ciarco and seconded by Trustee Anthony Miller. All were in favor.

### **CONSENT AGENDA**

Chairman E. Carter Corrison recommended the February 2, 2016, Consent Agenda for approval.

Audit and Finance 1 to 18.  
Education and Student Affairs 1 to 6.  
Institutional – I-1  
Personnel 1 to 12.  
Site and Facilities 1 to 5.

Chairman Corrison requested a motion to approve the agenda.  
A motion was made by Trustee Miller and seconded by Trustee Mecca.  
No one opposed. All were in favor.

### **RE-OPEN TO THE PUBLIC**

No one from audience came forward.

Chairman Corrison stated that an Executive Session was not required.

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

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

November 21, 2015 to December 31, 2015	DeCotiis, FitzPatrick & Cole, LLP.	\$ 30,146.11
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### **A/F2 – Approval of Labor Voucher – Cleary, Giacobbe, Alfieri, Jacobs**

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

December 1, 2015 to December 31, 2015 - Invoice 39688	
Cleary Giacobbe Alfieri Jacobs	\$ 1,695.00

### **A/F3 – To authorize renewal of help desk support with Blackboard, Inc. for 3,000 contacts of Moodlerooms learning management system.**

Approval is hereby granted for authorization to renew help desk support for 3,000 contacts of Moodlerooms, the college's learning management system, from Blackboard, Inc. for a cost of \$30,900.00.

### **A/F4 – To authorize the purchase of 12 APC Brand Smart UPS (Uninterrupted Power Supply) batteries with three year warranty for use with Health Professions Building equipment from CDW Government, Inc. Purchased with the GO BOND (FY13).**

Approval is hereby granted to purchase APC Brand Smart UPS (Uninterrupted Power Supply) batteries with three year warranty from CDW Government, Inc. for a total cost of \$13,941.72.

**A/F5 – To authorize the purchase through Perkins Grant of 42 Dell Precision Towers 5810 from Dell Marketing L. P. for lifecycle replacement of computers used in the Drafting Design, Manufacturing Technology, General Engineering Technology and CAD Certification programs.**

Approval is hereby granted to purchase 42 Dell Precision Towers 5810 from Dell Marketing L. P. for a total cost of \$177,871.26 on NJ State Contract # 89967.

**A/F6 – To authorize the purchase of 15 Dell Latitude E6540 Laptops from Dell Marketing L. P. for lifecycle replacement of computers used for the Portable Electronic Teaching (PET) Carts at Lyndhurst. Purchased with the FY12 County Bond.**

Approval is granted to purchase 15 Dell Latitude E6540 Laptops from Dell Marketing L. P. for a total cost of \$16,586.10 on NJ State Contract #89967.

**A/F7 - To authorize the purchase of CISCO Infrastructure equipment for the Health Professions Building, from Promedia Technology Services. Purchased with the Go Bond.**

Approval is hereby granted to purchase CISCO Infrastructure equipment to include, network switches, wireless access points and phones, from Promedia Technology Services for a total cost of \$307,280.00 on NJ State Contract # 87720.

**A/F8 - To authorize renewal of license agreement with Adobe through Software House International for campus wide use of Adobe Acrobat and Creative Cloud Collection, for the period February 12, 2016 through February 11, 2019.**

Approval is granted to renew campus-wide Adobe Acrobat and Creative Cloud Collection from Software House International, for a cost of \$202,125.00, on State Contract # 89851.

**A/F9 - To authorize the purchase through Perkins Grant of a Puritan Bennett 980 universal ventilator from Covidien Medtronic for the Respiratory Care Laboratory. This purchase will allow students to learn and practice mechanical ventilation with specific equipment currently utilized at the program's clinical sites and Bergen County hospitals.**

Approval is hereby granted to purchase a Puritan Bennett Universal Ventilator at a cost of \$35,437.50, plus estimated shipping of \$100.00 from Covidien Medtronic.

**A/F10 - To authorize the award of Public Bid P-2195 for On-Call HVAC Services to Kalas Heating & Cooling, Inc., for the period February 15, 2016 through February 14, 2018.**

Approval is hereby granted to award Public Bid P-2195 to Kalas Heating & Cooling, Inc. for an estimated amount of \$649,888.00, for the period February 15, 2016 through February 14, 2018.

**A/F11 - To award Public Bid P-2194 to Cream Ridge Construction Co., Inc. for Asphalt Repair, Concrete and Excavation Work for the period February 15, 2016 through February 14, 2018.**

Approval is hereby granted to award Public Bid P-2194 to Cream Ridge Construction Co., Inc. for the estimated amount of \$333,854.00, for the period February 15, 2016 through February 14, 2018.

**A/F12 – To authorize the award of Public Bid P-2193 for LED Lighting Supplies to Facility Solutions Group for an estimated amount of \$245,339.00**

Approval is hereby granted to award Public Bid P-2193 for LED Lighting Supplies to Facility Solutions Group for an estimated amount of \$245,339.00 for the period February 15, 2016 through February 14, 2018.

**A/F13 - To authorize the purchase of (181) iMac Desktops and (10) Macbook Pro Laptops from Apple Inc. for lifecycle replacement. Equipment will be used to support classroom teaching and instruction to the visual arts and music departments. Purchased with FY16 Bond (86%) and College Operating Funds (14%).**

Approval is hereby granted to purchase (181) iMac Desktops and (10) Macbook Pro Laptops from Apple Inc., at an estimated cost of \$289,090.00 for lifecycling end of life equipment.

**A/F14– Authorization to continue part time Virtual Information Security Officer services from November 1, 2015 through March 30, 2016.**

Approval is hereby granted of continuation of part time virtual information security officer services through March 30, 2016 at a cost of \$29,500.00.

**A/F15 - Approval of travel expenses for CampusWorks, Inc., for November of 2015 totaling \$5,738.34.**

Approval is hereby granted for payment of travel expenses for November 2015 in the amount of \$5,738.34 CampusWorks, Inc. personnel.

**A/F16 – To award Public Bid P-2198 to TBS Network Intelligence, Inc. for Smart Classroom equipment and installation in twenty-three classrooms in the Health Professions Building. Purchased from Go Bond.**

Approval is hereby granted to award Public Bid P-2198, in the amount of \$306,094.00, to TBS Network Intelligence, Inc.

**A/F17 - To authorize the purchase of 10 iPads, keyboard cases, and 3-year AppleCare from Apple. to be used by members of the Executive Team and for college inventory and (5) Apple USB Hard drives for Public Relations. Apple Inc. is the sole source distributor to education institutions.**

Approval is hereby granted to purchase Apple iPads, cases, and 3-year AppleCare and (5) Hard drives at an estimated cost of \$8,654.50.

**A/F18 – Authorize request for Chapter 12 allocation for FY2017 – Revised**

Approval is hereby granted by the Board of Trustees to request to the Bergen County Board of School Estimate for Chapter 12 funds for FY2017 not to exceed \$3,700,000. These funds will be used for renovation of Ender Hall to accommodate the growth of our collaborative Tech Program with Bergen Technical School to allow program to be offered in a contained location for students' safety; renovation/upgrade of the pool, gymnasium ceiling/lighting systems/showers/restrooms/locker areas, and technology needs for undergraduate science research labs.

**E/SA1 - Commencement Ceremony Venue 2016: Authorization to Execute Lease Agreement with New Meadowlands Stadium Company, LLC.**

Approval is hereby granted to authorize the MetLife Stadium Facility Rental Contract for the 2016 Commencement Ceremony to be held on May 19, 2016 at a cost of \$101,479.00 from New Meadowlands Stadium Company, LLC, and for the venue to provide Stadium field and concourse, canopy structure, stage rental, chair rental, stadium maintenance and operations, tent permits, cleaning, audio/visual and media services, security, State Police, Medical personnel, parking facilities and staff, guest services, and staff meals.

**E/SA2 – Authorize submission of the American Association of Community Colleges' The Right Signals Initiative application for \$60,000 over an 18 month period to participate in the development of new credentialing models, and to authorize President B. Kaye Walter, or her designee, to execute required documents.**

Approval is granted for the purpose of The Right Signals Initiative is to demonstrate a new credentialing model that recognizes multiple quality credentials to send "the right signals" to employers, students, and colleges about the meaning of these credentials. Key credentials to be targeted are degrees, certificates, industry certifications, apprenticeships, and badges. This work is being supported by a grant from Lumina Foundation as part of its commitment to creating a student-centered, learning-based credentialing system in the U.S. that is characterized by key attributes such as common language, transparency, portability, and trust in credentials.

This initiative will build on the College's Board of Trustees approved Prior Learning Assessment (PLA) Program which gives students an opportunity to apply for course credit for experiential learning, non-credit course completion, various forms of professional development, licensure/certification and credit-by-exam. Course credit is awarded when content mastered through a learning experience is comparable to the student learning outcomes of a BCC course. Participants benefit from reduced time toward degree completion thereby saving money.

This application will also target credentials that will contribute towards a BS in Professional Studies (BSPS). The BSPS is exceptionally useful in providing opportunities to women and minorities since career data show that these groups by numbers often hold positions that require a baccalaureate degree to advance or seek new opportunities for employment.

**E/SA3 – To authorize the College to serve as an active partner in a grant project under the Department of Labor's Employment and Training Administration Training to Work 3 – Adult Reentry Grants, along with Urban League North Jersey (the lead agency in this proposal) and to authorize President B. Kaye Walter, or her designee, to execute required documents.**

Approval is granted for the Training to Work 3 – Adult Reentry Grants (T2W3) project is designed to meet specific reentry needs in the Northern New Jersey Region that includes Counties of Bergen and Passaic. The overall goal of the proposed project is to reduce the exceptionally high recidivism rate by assisting WRP clients in obtaining the education, training, and supportive services required to secure family supporting employment opportunities. The College will partner with Urban League North Jersey to provide participants with basic skills training and workforce and career training.

The project's collaborative organizations will work with clients to ensure they: 1. Develop an individualized education and employment plan; 2. Access the supportive services necessary to engage fully and successfully in education and training opportunities, especially case management, personal and career counseling, mentoring, housing, legal aid, to name a few; 3. Develop the essential workforce readiness "soft skills" employer partners require of their employees; 4. Strengthen the basic academic skills needed to succeed in specific certification training programs or to gain access to higher education pathways, especially basic mathematics, writing, and reading; and 5. Successfully acquire the skills training and earn associated employer recognized certificates in high demand industry sectors open to reentry WRP clients. No matching funds are required by the college.

**E/SA4 – Authorization to award a subcontract agreement to the Education and Employment Research Center (EERC), School of Management and Labor Relations, Rutgers, The State University of New Jersey for evaluation of the Bergen Community College First in the World (FITW) grant awarded by the U.S. Department of Education Fund for the Improvement of Postsecondary Education. The performance period will be from approximately February 2, 2016 through September 30, 2019, with an award amount not to exceed \$325,000.**

Approval is granted for the US Department of Education FIPSE requires an external evaluation consulting team to be engaged for the entire four-year term of the grant project. This contract will fulfill a deliverable required of Bergen Community College under terms of the FITW Grant awarded by the U.S. Department of Education, Fund for the Improvement of Postsecondary Education. The Board of Trustees authorized award of such a contract at their June 2, 2015 meeting. The Rutgers Education and Employment Research Center provides a high level mix of credentials, skills, and experience that best meets the requirements of the Grant. An explanation the selection criteria is attached.

The US Department of Education has granted permission to secure an exemption from New Jersey procurement of services requirements, as per attached email from a FIPSE program officer, Claire Kennedy (see attached). The Political Contribution Disclosure, the Stockholder Disclosure Certification and Business Entity Disclosure will be maintained on file at the College. Professional consulting services are exempt from bidding in accordance with County College Contracts Law 18A:64A-25.5 (a) (15).

**E/SA5 - Authorize submission of the Department of Education, Office of Postsecondary Education's Experimental Sites Initiative (ESI) application for Federal Pell Grant funding for high school students enrolled in the College's Dual Enrollment program, and to authorize President B. Kaye Walter, or her designee, to execute required documents.**

Approval is hereby granted for the purpose of ESI – Dual Enrollment is to expand opportunities for students to enroll in postsecondary education without the financial barriers experienced by low income families. Dual enrollment, in which students concurrently enroll in postsecondary coursework while in secondary school, has emerged as a promising approach to expand access to postsecondary education. The objectives of this experiment are to learn about how Federal Pell Grant funding can expand opportunities for students from low-income backgrounds to participate in dual enrollment, explore how Pell Grant funding can expand access to rigorous coursework for high school students, and provide the Department of Education with information regarding the number and characteristics of Pell-eligible students who would likely participate in dual enrollment programs.

**E/SA6 - To authorize acceptance of Memorandum of Understanding between Bellevue University and Bergen Community College which will facilitate an educational partnership between the two institutions.**

Approval is granted for the impetus for this partnership is primarily because Bergen Community College has been designated as a Military Friendly Institution, and that is a strong focus of the population in the Bellevue University accelerated on-line degree program.

The three-year educational partnership between Bellevue University and Bergen Community College will allow Bergen Community College students to gain enhanced access to upper division undergraduate programs upon graduation.

- Bellevue agrees to pay \$10,000 to Bergen Community College annually for the use of office space.
- Bellevue requires that transfer students obtain an Associate's degree prior to transfer.
- Students transferring with an Associate's degree will receive credit for all coursework in their degree program and will enter Bellevue with junior status toward Bellevue's traditional and accelerated Bachelor's degree completion programs.



- Transfer students are required to complete a minimum of 30 credit hours in residence with Bellevue; on-line courses satisfy residence requirements.
- Full-time Bergen Community College employees will be awarded a one-time one thousand dollar (\$1,000) grant toward a degree program at Bellevue. Part-time Bergen Community College employees will be awarded a one-time five hundred dollar (\$500) grant toward a degree program at Bellevue. The funding for these fellowships will be provided by Bellevue University.
- Bellevue will establish a transfer grant fund for transfer students not to exceed five thousand dollars (\$5000) per academic year which will be divided among Bergen Community College's transfer eligible students.

#### **I-1 - Revised Annual Meeting Notice**

Approval was granted for the revised Annual Meeting Notice.

On November 2, 2015, the Board of Trustees adopted an Annual Meeting Schedule for 2016, which was published in accordance with the Open Public Meetings Act, N.J.S.A. 10:4-6, et seq (the "OPMA"). The Annual Meeting Schedule for 2016 shall be revised to change the location of two meetings, as indicated below **[revision in bold underline]**, and the revised schedule shall be published in accordance with the OPMA, specifically, N.J.S.A. 10:4-18.

#### **Revised Annual Meeting Schedule for 2016**

<b><u>Day</u></b>	<b><u>Date</u></b>	<b><u>Time</u></b>	<b><u>Location</u></b>
Tuesday	February 2	5:00 p.m.	TEC-128 BC
Tuesday	March 1	5:00 p.m.	<b><u>TEC-128 BC</u></b>
Tuesday	April 5	5:00 p.m.	TEC-128 BC
Tuesday	May 3	5:00 p.m.	TEC-128 BC
Tuesday	June 7	5:00 p.m.	<b><u>Ciarco Learning Center</u></b>
Tuesday	July 12	5:00 p.m.	TEC-128 BC
	August	No Meeting	
Tuesday	September 13	5:00 p.m.	TEC-128 BC
Tuesday	October 4	5:00 p.m.	BCC at the Meadowlands
Tuesday	November 1	5:00 p.m.	TEC-128 BC
	(Reorganization Meeting)		
Tuesday	December 6	5:00 p.m.	TEC-128 BC

#### **P1A – Appointment: Confidential Staff**

Approval is hereby granted for the appointment of the following individuals to the positions and annual salaries indicated.

<b><u>Name</u></b>	<b><u>Position/Division</u></b>	<b><u>Salary</u></b>	<b><u>Effective Dates</u></b>
Stella Stempel	Human Resources Generalist/ Human Resources	\$60,000.00 (pro-rated)	02/08/16
Darlene Zales-Russamano	Assistant Dean of Nursing/ Health Professions/Academic Affairs	\$95,000.00 (pro-rated)	01/19/16–6/30/16 (retroactive)

**P1B - Program Coordinator/Director and Interim Clinical Coordinator/Faculty**

Approval is hereby granted to appoint the individuals listed below to the position of Program Coordinator/Director and Interim Clinical Coordinator at the stipend and release time shown for the period January 19, 2016 - June 30, 2016.

**PROGRAM COORDINATOR/DIRECTOR**

<b><u>Name</u></b>	<b><u>Department/Division</u></b>	<b><u>Release Time</u></b>
Geralyn Collins-Eisler	Diagnostic Medical Sonography/Health Professions	3 credit hours

**INTERIM CLINICAL COORDINATOR**

<b><u>Name</u></b>	<b><u>Department/Division</u></b>	<b><u>Annual Stipend</u></b>
Jaclyn Rose	Diagnostic Medical Sonography/Health Professions	\$4,540.00 (pro-rated)

**P1C – Appointment: Grant**

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

<b><u>Name</u></b>	<b><u>Position/Division</u></b>	<b><u>Salary</u></b>	<b><u>Effective Dates</u></b>
Vincent Cheng	Data Manager/Health Professions Academic Affairs	\$60,000.00 (pro-rated)	02/01/16 – 06/30/16 (retroactive)

**P1D – Site Coordinator/First in the World Grant**

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

<b><u>Name</u></b>	<b><u>Position/Division</u></b>	<b><u>Salary</u></b>	<b><u>Effective Dates</u></b>
Scott Putorti	First in the World Site Coordinator/ Academic Affairs	\$60,000.00 (pro-rated)	01/11/16 – 06/30/16 (retroactive)

**P1E – Appointment: Lecturers, Spring 2016 Semester**

Approval is granted for the appointment of the following individuals as Lecturers for the Spring 2016 semester at the salaries indicated.

<b><u>Name</u></b>	<b><u>Discipline/Division</u></b>	<b><u>Salary</u></b>
Jean Acken	Chemistry/Math, Science and Technology	\$19,307.00
Samuel Antwi-Agyei	Math/Math, Science and Technology	\$19,307.00
Shailendra Chaiani*	Physics/Math, Science and Technology	\$19,307.00
Cynthia Chambless	Success 101/Humanities	\$19,307.00
George Chudyk	Computer Science/Business, Arts and Social Sciences	\$19,307.00
Victor Conversano, Jr.	Criminal Justice/Business, Arts and Social Sciences	\$19,307.00
Frank Danieli	Hotel Restaurant Management/Business, Arts and Social Sciences	\$18,776.00
Shannen Dawli	Success 101/Humanities	\$19,307.00
Dawn Gottlieb	Success 101/Humanities	\$19,307.00
Robert Kaltz**	Biology/Math, Science, & Technology	\$19,307.00
Daniela Kitanska	Math/Math, Science and Technology	\$19,307.00
Estelle Kunoff Epstein*	Physics/Math, Science and Technology	\$19,307.00
Joseph Migliaccio	Biology/ Math, Science and Technology	\$19,307.00
Ronald Orso	Criminal Justice/Business, Arts and Social Sciences	\$19,307.00
Andrew Panyko	Math/Math, Science, & Technology	\$19,307.00
Steven Paul	Success 101/Humanities	\$19,307.00
Michael Pesa	Biology/Math, Science & Technology	\$19,307.00
Joanne Piccininni	Paramedic Science/Health Professions	\$19,307.00
Annette Rakowski*	Information Technology/Business, Arts and Social Sciences	\$19,307.00
Farah Rezae	Chemistry/Math, Science and Technology	\$19,307.00
James Resnick	Accounting/Business, Arts and Social Sciences	\$19,307.00
Jehyun Ro	Math/Math, Science and Technology	\$19,307.00
Sarah Sala	Success 101/Humanities	\$19,307.00
Mary Santorelli	Nursing/Health Professions	\$19,307.00
David Scalcione	Math/Math, Science and Technology	\$19,307.00
Laura Schneider	Success 101/Humanities	\$19,307.00
Stephanie Shewciw**	Math/Math, Science, & Technology	\$19,307.00
Richard Sodora	Radiation Therapy/Health Professions	\$18,776.00
Margaret Touw	Nursing/Health Professions	\$19,307.00
Huey Van Dine	Accounting/Business, Arts and Social Sciences	\$19,307.00

\*Grant funded

\*\*Approved for eighth consecutive semester

**P1F – Approve: 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 Dates</u>
Jazmin Rexach	Technical Support Specialist I / Information Technology	\$35,000.00 (pro-rated)	01/04/16 – 6/30/16 (retroactive)

**P1G – Support Staff**

Approval is hereby granted for the appointment of the following individuals to the positions and annual salaries indicated.

<u>Name</u>	<u>Position/Division</u>	<u>Salary</u>	<u>Effective Date</u>
Hilda Buitriago	Sr. Registration Assistant	\$30,702.00 (pro-rated)	11/02/15 (retroactive)
Alvaro Sanjuan	Custodian	\$29,308.00 (pro-rated)	08/10/15 (retroactive)
Kevin Walker	Public Safety Officer	\$30,702.00 (pro-rated)	09/14/15 (retroactive)

**P1H – Appointment: Technical Assistant I / Faculty**

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 Dates</u>
John Cichowski	Technical Assistant I (Tutorial Supervisor)/ Cerullo Learning Assistance Center/ Academic Affairs	\$45,176.00 (pro-rated)	01/04/16 – 6/30/16 (retroactive)

**P1I – Appointment: Interim Dean of Business, Arts and Social Sciences**

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

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective Dates</u>
Laura Ochoa	Interim Dean of Business, Arts and Social Sciences/Academic Affairs	\$110,000.00 (pro-rated)	01/04/16 – 06/30/16 (retroactive)

**P1J – Appointment: Interim Executive Director of Information Technology**

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

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective Date</u>
Stephen Valkenburg	Interim Executive Director of Information Technology	\$110,000.00 (pro-rated)	12/23/15 (retroactive)

**P1K – 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 Dates</u>
Deana Dedovitch	Coordinator of Athletics and Equipment Manager/Athletics/Student Affairs	\$42,000.00 (pro-rated)	02/22/16 – 06/30/16 (retroactive)

**P1L – Appointment: Grant**

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 Dates</u>
Mercedes Walker	Instructor/Ciarco Learning Center/ Academic Affairs	\$42,000.00 (pro-rated)	02/08/16 – 06/30/16 (retroactive)

**P2A – Reappointment: Project Personnel – Grants**

Approval is hereby granted that the grant personnel listed below be reappointed to the position and salary indicated for the period listed.

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective Dates</u>
Ellen Aramini	Director of Career Placement	\$68,500.00 (pro-rated)	01/16/16 – 06/30/16 (retroactive)

**P2B – Reappointment Faculty – Fifth Reappointment (with tenure)**

Approval is hereby granted to reappoint the following individuals for their fifth reappointment with tenure to the indicated division & rank for the period September 1, 2016 through June 30, 2017 unless otherwise indicated:

**5<sup>th</sup> REAPPOINTMENT WITH TENURE**

<u>NAME</u>	<u>RANK</u>	<u>DISCIPLINE/DIVISION</u>
Denise Avrutik	Assistant Professor	Dental Hygiene/Health Professions
Iris Bucchino	Assistant Professor	English Basic Skills/Humanities
Ethan Greenbaum	Assistant Professor	Visual Arts/Business, Arts and Social Sciences
Peter Helff	Assistant Professor	English Basic Skills/Humanities
Luis Jimenez	Assistant Professor	Biology/Mathematics, Science & Technology
Takvor Mutafoğlu [Dr.]	Assistant Professor	Economics/Business, Arts and Social Sciences

**P3A – Rescind: Program Coordinator/Director and Clinical Coordinator - Sonography**

Approval is granted to rescind the appointment of the following individuals as Program Coordinator/Director and Clinical Coordinator for the spring 2016 semester, effective January 21, 2016 through June 30, 2016.

<u>Name</u>	<u>Position</u>	<u>Discipline/Division</u>	<u>Effective Date</u>
Christine Henkel	Program Director	Diagnostic Medical Sonography/ Health Professions	P1D-06/02/15
Geralyn Collins-Eisler	Clinical Coordinator	Diagnostic Medical Sonography/ Health Professions	P1E-10/06/15

**P3B – Rescind: Appointment: Coaching Staff**

Approval is granted to rescind the appointment of the following individual from the position indicated.

<u>Name</u>	<u>Position/Sport</u>	<u>Effective Date</u>
Angel Solis	Assistant Coach/Track & Field (M&W)	01/31/16 (retroactive)

**P4 – Salary Increase: Confidential Personnel**

Approval is hereby granted that the salaries for the confidential personnel listed below be increased by 2.0% effective 01/01/16.

<u>Name</u>	<u>Position</u>	<u>New Salary</u>
Nancy Adis	Administrative Assistant	\$ 69,805.00
Victor Anaya	Executive Director, Finance	\$131,030.00
Sharon Audet	Executive Director, Financial Aid	\$101,680.00
Susan Callahan Barnard	Dean, Division of Health Professions	\$130,208.00
Patricia Bonomolo	Director, Human Resources	\$ 89,850.00
Kathryn Brunetto	Managing Director of Admissions and International Programs	\$ 93,097.00
Joseph Cavaluzzi	Managing Director of Alumni Affairs	\$ 83,859.00
Gean Chin	Sr. Secretary	\$ 41,970.00
Ralph Choonoo (Dr.)	Executive Assistant to the Vice President of Student Affairs	\$107,751.00
Patricia Cioce	Development Coordinator, Foundation	\$ 45,452.00
Carol Clarke	Executive Secretary	\$ 53,146.00
William Corcoran	Vice President, Facilities Planning, Operations & Public Safety	\$136,271.00
Ursula Daniels (Dr.)	Executive Assistant to the President	\$149,898.00
Damyen Davis (Dr.)	Director, Summer Intensive Program	\$ 81,600.00
Diana Davis	Human Resources Generalist	\$ 63,514.00
Michael Dibartolomeo	Dean of Enrollment Services	\$ 98,628.00
Lisa DiGaetano	Managing Director of User Support Services	\$ 78,619.00
David Eichenholtz	Associate Dean, College/High School Partnerships	\$ 81,394.00
Linda Emr	Dean of Bergen Community College at the Meadowlands	\$ 100,044.00
Jianhua Falcone	Managing Director, Financial Administration	\$ 81,660.00
Joanne Fantacone	Department Coordinator	\$ 64,766.00
Khairia Fazal	Managing Director of Learning Assistance	\$ 94,071.00
Maria Ferrara	Executive Assistant to the Board of Trustees And the President	\$ 64,991.00
Christine Gillespie	Dean of Continuing Education	\$107,283.00
Angie Goldszmidt	Phi Theta Kappa Administrative Advisor	\$ 51,638.00
Naydeen Gonzalez-De Jesus (Dr.)	Vice President of Student Affairs	\$136,271.00
Jaymee Griffin	Director, Achieving the Dream	\$ 76,500.00
Ruth Heck	Executive Secretary	\$ 53,146.00
Jorge Hernandez	Managing Director of Athletics	\$ 75,474.00
Lawrence Hlavenka	Managing Director of Public Relations	\$ 84,558.00
Amarjit Kaur	Managing Director of the Center for Innovation in Teaching and Learning	\$ 89,388.00
Bridgett Kelly	Benefits Administrator	\$ 60,177.00
Yun Kim (Dr.)	Vice President of Institutional Effectiveness	\$146,104.00
Ilene Kleinman (Dr.)	Associate Dean of Curriculum	\$ 92,529.00

**Board of Trustees Minutes**  
**February 2, 2016**  
**Page 15**

<u>Name</u>	<u>Position</u>	<u>New Salary</u>
Dawn Kozlowski	Associate Dean of Nursing	\$115,761.00
Theresa Kyle	Human Resources Coordinator	\$ 52,154.00
Rachel Lerner-Colucci	Dean, Student Life and Conduct	\$ 96,900.00
Denise L. Liguori	Dean of Student Affairs at Philip Ciarco Jr. Learning Center	\$148,133.00
Deborah Manning	Human Resources Generalist	\$ 61,965.00
Lindsay Maurer	Executive Director, Foundation	\$163,200.00
Tonia McKoy	Managing Director of Institutional Research	\$ 93,555.00
Bridget McLaughlin	Gifts Coordinator	\$ 40,800.00
Margaret Miceli	Managing Director, Events Planning	\$ 77,362.00
Jennifer Migliorino-Reyes	Dean of Student Support Services	\$101,109.00
James R. Miller	Executive Director, Human Resources	\$137,635.00
Barbara Mollino	Administrative Assistant	\$ 69,184.00
Laura Montenegro	Coordinator of Multicultural Affairs	\$ 47,507.00
William Mullaney (Dr.)	Vice President of Academic Affairs	\$142,928.00
Magali Muniz	Managing Director of Student Affairs at the	\$ 78,523.00
Caroline Ofodile	Managing Director of Financial Operations And Student Assistance	\$110,868.00
Jacqueline Ottey	Managing Director of Registration and Records	\$ 91,123.00
Nancy Owens	Associate Dean, Health Professions	\$ 86,767.00
Paul Ragusa	Managing Director of Continuing Education	\$106,759.00
Tracy Rand	Managing Director of Office of Specialized	\$ 82,549.00
Pascal J. Ricatto	Dean, Division of Math, Science and Technology	\$130,208.00
Jill Rivera	Associate Dean of Student Success	\$ 76,500.00
Michelle Roche	Office Manager	\$ 44,243.00
Sandra Sroka	Dean of the Ciarco Learning Center	\$100,044.00
Christopher Talmo	Director of Custodial Services	\$ 75,213.00
Diana Tofel	Executive Secretary	\$ 51,015.00

**Justification**

To add 2.0% increase to current salaries to be consistent with salary increases given to other employees through collective bargaining agreements.

**P5 – Approve stipends for Nursing Clinical Faculty for Spring 2016 semester**

Approval is granted for payment of stipends for the following individuals in the Nursing Clinical Faculty in the amounts indicated for the Spring 2016 semester.

<b><u>Name</u></b>	<b><u>Semester stipend amount</u></b>
<b><u>Full time</u></b>	
Maryanne Baudo	\$2,020.00
Joanne Diamantidis*	\$3,030.00
Patricia Durante	\$2,020.00
Maria Fressola	\$2,020.00
Marie Griffo	\$2,020.00
Margaret Hayes*	\$3,030.00
Joan McManus	\$2,020.00
Lillian Ostrander	\$2,020.00
Carrie Polnyj	\$2,020.00
Natalie Timme	\$2,020.00
Carmen Torres*	\$3,030.00
Toni Tortorella-Genova	\$2,020.00
Sharon Zaucha	\$2,020.00

<b><u>Lecturers</u></b>	
Mary Santorelli	\$2,020.00
Margaret Touw	\$2,020.00

<b><u>Adjuncts</u></b>	
Barbara (Schweiger) Albanese	\$2,020.00
Nancy Bonard	\$2,020.00
Peggy Ensslin**	\$1,010.00
Giuseppina Finnerty	\$2,020.00
Jenna Forsythe**	\$1,010.00

<b><u>Name</u></b>	<b><u>Stipend amount</u></b>
Diana Hernandez	\$2,020.00
Maureen Imbrogno	\$2,020.00
Jessica Kaptain**	\$1,010.00
Clara Kelly	\$2,020.00
Michael Lang	\$2,020.00
Teresa Meyer	\$2,020.00
Thomas Negri	\$2,020.00
Gail Okoniewski	\$2,020.00
Yvette Rodgers-Musial	\$2,020.00
Noelle Schuster	\$2,020.00
Athena Serrano Torres	\$2,020.00
Ellen Stanley**	\$1,010.00

\* for additional ½ semester clinical

\*\* for ½ semester clinical only



**P6 – Approve Sabbatical Leaves of Absence**

Approval is hereby granted that the following Sabbatical Leaves of Absence with pay for the period indicated be granted to the faculty members listed below, subject to financial allocations from the State of New Jersey and Bergen County, as indicated in the 2016-2017 proposed College budget:

<u>Name</u>	<u>Rank</u>	<u>Discipline</u>	<u>Period</u>
Denise Budd [Dr.]	Associate Professor	Art History	Spring 2017

**Purpose:**

*Conduct archival research for a scholarly book on Charles Mather Ffoulke, a prominent 19<sup>th</sup> century tapestry collector*

Linda Marcel [Dr.]	Professor	Music	Fall 2016/Spring 2017
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**Purpose:**

*Create a six movement composition for the BCC chamber ensemble based on research and interviews with composers conducted in Italy*

Paul Mindell	Professor	Art	Spring 2017
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**Purpose:**

*Develop expertise in combining oil painting and digital imagery, including taking classes at the Art Student League*

**P7 – Approve: Leave of Absence/Faculty**

Approval is hereby granted to approve a 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>
Candice Kaup Scioscia	Technical Assistant II / Cerullo Learning Assistance Center/Academic Affairs	01/25/16 (retroactive)

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

Approval is hereby granted to approve the return from a Leave of Absence, without pay, for the following individuals to the positions listed below, effective dates as indicated:

<u>Name</u>	<u>Position/Division</u>	<u>Annual Salary</u>	<u>Effective Date</u>
Gabriela Kosek	Testing Assistant/Office of Testing/ Academic Affairs	\$42,448.00 (pro-rated)	01/19/16 (retroactive)
Charlmaine McKinney	Financial Aid Specialist/Financial Aid/ Student Affairs	\$56,983.00 (pro-rated)	12/15/15 (retroactive)

**P9 – Approve: Return from Military Leave of Absence/Support Staff**

Approval is hereby granted to approve the return from a Military 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 Dates</u>
Edward Klapach	Public Safety Officer/Public Safety	01/04/16 (retroactive)

**P10A – Resignation: Confidential**

Approval is granted for resignation of the following individual:

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Carmen Martinez-Lopez [Dr.]	Dean of Business, Arts & Social Sciences/ Academic Affairs	01/08/16 (retroactive)

**P10B – Resignation: Professional Staff**

Approval is granted for the resignation of the following individuals:

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Ann Gill	Office Services Supervisor/One-Stop/Registration/ Student Affairs	01/08/16 (retroactive)
Juhi Bhatt	Coordinator of Student Conduct and Information/ Student Life and Conduct/Student Affairs	02/04/16

**P10C – Resignation: Support Staff**

Approval is granted for the resignation of the following individual:

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Jefferson Choi	Public Safety Officer/Public Safety	01/12/16 (retroactive)

**P11A – Retirement: Professional Staff**

Approval is granted for the retirement of the following individual.

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Ronald Harmon	Manager of Facilities Operations/ Facilities Planning, Operations and Public Safety	01/01/16 (retroactive)

**P11B – Retirement: Confidential Staff**

Approval is granted for the retirement of the following individual.

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Barbara Mollino	Administrative Assistant/Academic Affairs	07/01/16

**P11C – Retirement: Faculty**

Approval is granted for the retirement of the following individual.

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Jeanie Payne [Dr.]	Professor/Biology and Horticulture/ Mathematics, Science & Technology/ Academic Affairs	07/01/16

**P11D – Retirement: Professional Staff**

Approval is granted for the retirement of the following individual.

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Barbara Buff	College Nurse/Health Services/ Student Affairs	04/01/16

**P-12 - Approval was hereby granted for the following resolution: WHEREAS the Bergen Community College ("College") and the Bergen Community College Professional Staff Association ("Professional Staff Association") agree to recommend the following terms for a successor collective bargaining agreement subject to Board approval.**

**S/F 1 - To award Public Bid P-2199 to Automated Elevator Systems, LLC for Modernization/Upgrading and Full Maintenance of Two Direct In-Ground Hydraulic Passenger Elevators (Elevators 7 & 8) located in the Library Wing of the Pitkin Building.**

Approval is hereby granted to award Public Bid P-2199, in the amount of \$443,887.50 for Modernization/Upgrading and Full Maintenance of Two Direct In-Ground Hydraulic Passenger Elevators, to Automated Elevator Systems, LLC..

**S/F 2 - To award Public Bid P-2200 to Northeastern Interior Services LLC for renovations to the Men's and Women's Locker Rooms and Training Room in the Pitkin Education Center.**

Approval is hereby granted to award Public Bid P-2200 Locker Room Renovations in the amount of \$359,000 to Northeastern Interior Services LLC.

**S/F 3 - To authorize To authorize a Change Order to RSC Architects to provide additional scope of work for applying to Meadowlands Commission for a use variance for the proposed ambulance concrete training pad area and the related use variance Meadowlands Commission fees.**

Approval is hereby granted to issue Change Order #1, not to exceed \$5,197.33 to RSC Architects – Ambulance Concrete Training Pad Area.

**S/F 4 – Change Order: Benjamin R. Harvey Company, Inc. - Health Professions Building**

Approval is hereby granted to issue Change Order #2, \$230,394.66 to Benjamin R. Harvey Company, Inc. - Health Professions Building/Utility Relocation

Original Contract Amount	-	\$16,295,000.00	
Change Order #1	-	\$ 221,356.00	
Change Order #2	-	\$ 230,394.66	
Revised Contract Amount	-	\$16,746,750.66	
Percentage Increase over Original Contract Amount			2.7%

**S/F 5 – To authorize a Change Order #1 to Integrated Systems & Services to provide additional Wireless Security Cameras for Parking Lot A, B, C and the Exterior of West Hall at the Paramus Campus. This is funded by the Urban Areas Security Initiatives (USAI) grant.**

Approval is hereby granted to authorize a Change Order #1 to Integrated Systems & Services for not to exceed \$20,341.00 to provide additional Wireless Security Cameras for Parking Lot A, B, C and the Exterior of West Hall at the Paramus Campus. This is funded by the Urban Areas Security Initiatives (USAI) grant.

**ADJOURNMENT**

As no further business was brought before the Board of Trustees, Chairman Corrison requested a motion to adjourn the meeting at 5:42 p.m. A motion was made by Treasurer Dorothy Blakeslee and seconded by Secretary James Napolitano. All were in favor. No one opposed.

James Napolitano  
Secretary, Board of Trustees



# Office of Financial Aid

Bergen Community College

Dr. Sharon Audet

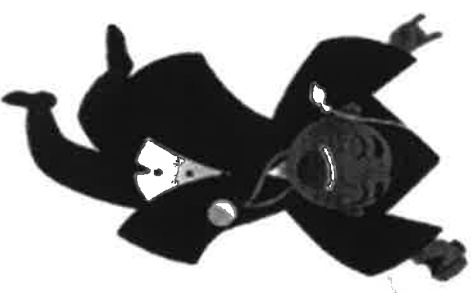
Executive Director of Financial Aid

ACHIEVE  
THE  
DREAM

# STUDENTS FACE SIGNIFICANT FINANCIAL BARRIERS



TO



## Awarding Practices

- Pre 2013

Students were awarded grants only. Students had to apply for loans.



# History

- Leadership changes
  - Dr. Naydeen Gonzalez-DeJesus- January 2013
  - Dr. Sharon Audet- August 2013

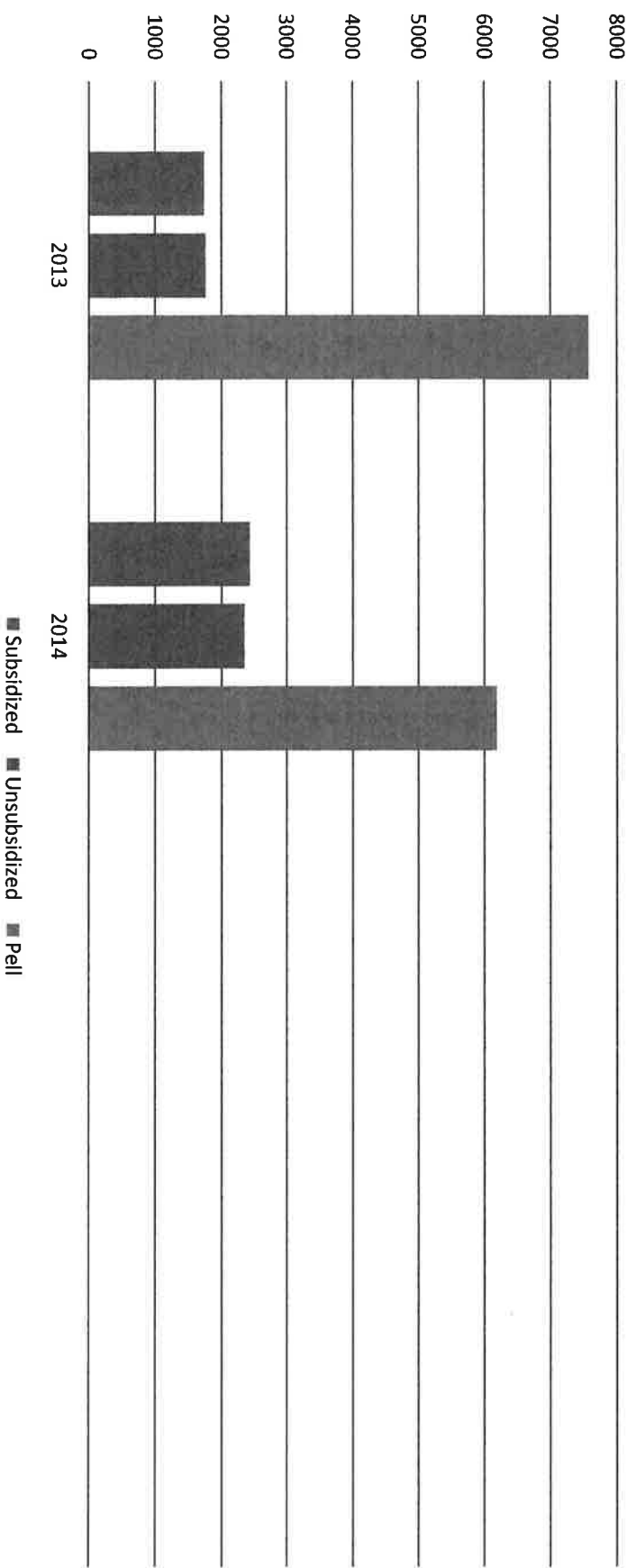
## Open Discussion

- Students would be awarded with loans as well.

**U.S. Department of Education  
Program Review (mid-April 2014)**

**ASSESSMENT FOR MIDDLE STATES  
(JUNE 2015)**

# Two Year Change in Packaging Strategies

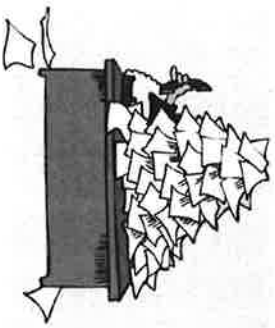


# Initiatives

## •Center for Financial Literacy

- 5 Certified Financial Planners
- Student Peer Mentors
- Mandatory financial management of incoming freshman prior to loan acceptance.
- Voluntary counseling of continuing students.
- Implementation of default prevention plan through the Center.
- Pre and post assessment on effectiveness of Center.

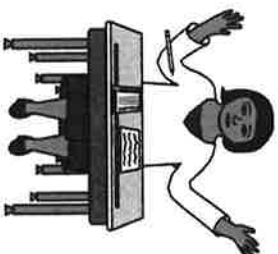
## **BEFORE STUDENT SCANNING**



## **BEFORE COMMUNICATION ENHANCEMENTS**



## **AFTER IMPLEMENTATION**



## **AFTER COMMUNICATION ENHANCEMENTS**



## BEFORE DYNAMIC FORMS



COMMUNITY OUTREACH TO MAKE IT EASIER  
TO PUT THE PIECES TOGETHER WHEN  
COMPLETING THE FREE APPLICATION FOR  
FEDERAL STUDENT AID.

## AFTER DYNAMIC FORMS

