

**BOARD OF TRUSTEES  
BERGEN COMMUNITY COLLEGE  
Tuesday, March 6, 2018  
PUBLIC MEETING OF THE BOARD OF TRUSTEES**

The Public Meeting of the Board of Trustees of Bergen Community College was held on Tuesday, **March 6, 2018**, in conference rooms 102/103 at Bergen Community College, Ciarco Learning Center, 355 Main Street, Hackensack, New Jersey. Chairperson Carol Otis called the meeting to order at 5:01 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 an annual notice, including the date, time, and place of this meeting 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, January, 2018.

**ROLL CALL**

Present

Mr. Joseph A. Barreto  
Ms. Dorothy Blakeslee  
Mr. Gerard L. Carroll  
Mr. James Demetrakis  
Mr. Patrick J. Fletcher  
Mr. Mark Longo  
Ms. Carol Otis  
Dr. Sheetal Ranjan  
Mr. Joseph Zarra

Also Present

Dr. Michael D. Redmond, President  
Ms. Judy Verrone, Esq.

Regrets

Ms. Irene Oujo  
Mr. Peter Zalokostas

**PLEDGE OF ALLEGIANCE**

Chairperson Carol Otis led those present in the Pledge of Allegiance.

**VICE-CHAIRMAN'S REPORT**

Vice-Chairman Carroll attended the County Address given by County Executive Tedesco. Trustee Carroll also attended the play "*The Chairs*" and the closing celebration of Black History Month. Dr. Daniels and Mr. McKnight organized a wonderful program for Black History Month.

**SECRETARY**

Secretary Joseph Barreto recommended approval of the minutes of February 6, 2018 and the consent agenda for Tuesday, March 6, 2018.

Trustee Barreto attended the Black History Month ceremony at the college as well as the program at the County Administration Center. These events were well attended.

**TREASURER'S REPORT – AUDIT AND FINANCE COMMITTEE/LEGAL**

Treasurer Dorothy Blakeslee informed the board members that the Audit and Finance Committee met and reviewed the financial position of the college and recommends resolutions A/F1 to A/F13.

**PRESIDENT'S REPORT**

President Redmond announced that March is Women's History Month which included several events sponsored by the Bergen Community College's Office of Multicultural Affairs and Office of Student Life.

In celebration of Bergen's Black History Month President Redmond thanked the Honorary Chairman, Co-Chairs and all those who participated in the great success of the events. The program went very well with community involvement and participation from different segments of the college.

President Redmond introduced Mr. Larry Hlavenka, Managing Director, Public Relations and Acting Managing Director, Foundation. Mr. Hlavenka presented upcoming community events:

- April 12, 2018 – Open House, a Community Day for Bergen Community College  
During that day, elected officials from the federal, state, county and municipal level will be invited to the campus for a "A Legislative Lunch" at noon. The Board of Trustees will be invited to the event.  
3:00 p.m. to 7:00 p.m. – Community Day and Open House  
There will be workshops, demonstrations, Drone program will be exhibited, this is a terrific opportunity of what Bergen has to offer. The Bergen County guidance counselors will be invited to this event.
- April 19, 2018 – 50<sup>th</sup> Anniversary Gala  
The Venetian, 546 River Drive, Garfield, New Jersey  
6:00 p.m. to 10:00 p.m.  
Presented by the Bergen Community College Board of Trustees, President Dr. Michael D. Redmond and the Bergen Community College Foundation. Proceeds provide student scholarships and educational support.
- April 25, 2018 "The Founding Father's Dinner;" organized by Professors Fred Golub, Sidney Birnback and Dr. Steven Fischer. Employees from 1968 to 1978, the first ten years of the college's existence, will be invited to the dinner. They will be raising money for student scholarships.

President Redmond introduced Professor Gail Fernandez, Interim Dean of Assessment and Associate Professor of ESL. Professor Fernandez thanked President Redmond for permitting the Center for Institutional Effectiveness to present and highlight our colleague's exemplary assessment work.

Professor Fernandez introduced Professor AnneMarie Roscello, who served at the Assessment Liaison for the library. She presented Library Assessment report, 2015-2017. The handout is included at the end of the minutes.

President Redmond introduced Mr. Victor Anaya, Chief Financial Officer. Mr. Anaya presented the Budget Overview Fiscal Years 2017 – 2019. The budget presentation was also delivered at 3:00 p.m. in the Health Professions Building for employees and students who were unable to attend the board meeting in Hackensack. Presentation slides are included at the end of the minutes.

**COMMITTEES**

**AUDIT AND FINANCE**

Treasurer Dorothy Blakeslee, Chairperson of the Audit and Finance Committee recommended approval of Audit and Finance Resolutions A/F 1 to A/F 13.

**BOARD OF SCHOOL ESTIMATE**

No meeting scheduled with the Board of School Estimate.

**EDUCATION AND STUDENT AFFAIRS**

Secretary Joseph Barreto, Chairman of the Education and Student Affairs Committee met and recommends E/SA 1 to E/SA4.

**PERSONNEL**

Trustee James Demetrakis reported that the Personnel Committee met and recommends resolutions P1 thru P13.

**SITE AND FACILITIES**

Trustee James Demetrakis recommends resolutions SF1 for approval by the board of trustees.

**STRATEGIC PLANNING AND ISSUES**

On behalf of Chairperson Irene Oujo, Trustee Sheetal Ranjan provided the report for the Strategic Planning Committee. Trustee Ranjan noted that The Strategic Planning Committee met and reviewed the goals and priorities of the Strategic Plan document. Suggestions were made to add information in terms of tactical goals and aspirational goals to the Strategic Plan to drive the college more accurately towards a future.

**ALUMNI TRUSTEE**

Mr. Zalokostas was unable to attend the board meeting.

**CHAIRPERSON'S COMMENTS**

Chairperson Otis attended the closing ceremony of Bergen's Black History Month Celebration and thanked Dr. Daniels and Mr. McKnight for organizing wonderful events. She also attended the play "*The Chairs*," which she found a very enjoyable evening.

**UNFINISHED BUSINESS/BOARD MEMBERS**

Trustee Ranjan reported that three of the Board of Trustees attended the ACCT National Legislative Summit in Washington, D.C. Chairperson Otis served on the Policy Committee, Vice-Chairman Carroll serves on the By-Laws Committee and Trustee Ranjan serves on the Diversity and Inclusion Committee.

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Trustee Ranjan provided highlights of the Diversity and Inclusion Committee meeting. The meeting included issues regarding the equity action agenda, a guideline that was created for community colleges to use in reviewing the college's equity plan. She also mentioned the Missing Male Initiative. National statistics do not look good for men, especially men of color.

Trustee Ranjan suggested that all board members complete the National survey for individual trustees. The link will be distributed by the Assistant to the Board of Trustees.

Several speakers attended the ACCT Conference, including Mr. Alexander Acosta, the U.S. Secretary of Labor, Carol Dehoti from the Research Center, Director of Political Research, and Mr. Jake Tapper, Chief Washington Correspondent for CNN.

Trustee Ranjan attended a workshop on federal legislative priorities for community colleges and was introduced to the Prosper Act. She also visited Senator Menendez, Senator Booker and U.S. Representative Gottheimer,

Trustee Ranjan suggested a student representative or Alumni Trustee attend the 2019 National Legislative Summit.

Chairperson Otis and Vice-Chairman Carroll visited the offices of Senator Frelinghuysen, Senator Pascrell and U.S. Representative Albio B. Sires.

**ADOPTION OF MINUTES**

Chairperson Otis requested a motion to approve the minutes as submitted of February 6, 2018. Treasurer Blakeslee approved the minutes and the motion was seconded by Trustee Mark Longo.

**Roll Call Vote**

Mr. Joseph A. Barreto - Yes  
Ms. Dorothy Blakeslee - Yes  
Mr. Gerard L. Carroll - Yes  
Mr. James Demetrakis - Yes  
Mr. Patrick J. Fletcher - Yes  
Mr. Mark Longo - Yes  
Ms. Carol Otis - Yes  
Ms. Irene Oujo - Absent  
Dr. Sheetal Ranjan – Yes  
Mr. Peter Zalokostas – Absent  
Mr. Joseph Zarra – Yes

Chairperson Otis indicated that the February 6, 2018 minutes were unanimously approved.  
Motion passed – 9-0.

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**CONSENT AGENDA**

Chairperson Otis asked for approval of the Tuesday, March 6, 2018 Consent Agenda.  
A motion was made by Trustee Fletcher and seconded by Trustee Demetrakis.

***Trustee Mark Longo abstained from voting on Resolution A/F1  
Exempt from Bidding: Appointment General Counsel – DeCotiis, FitzPatrick, Cole & Giblin,  
L.L.P.***

**Roll Call Vote**

Mr. Joseph A. Barreto - Yes  
Ms. Dorothy Blakeslee - Yes  
Mr. Gerard L. Carroll - Yes  
Mr. James Demetrakis - Yes  
Mr. Patrick J. Fletcher - Yes  
Mr. Mark Longo - Yes  
Ms. Carol Otis - Yes  
Ms. Irene Oujo - Absent  
Dr. Sheetal Ranjan – Yes  
Mr. Peter Zalokostas – Absent  
Mr. Joseph Zarra – Yes

Chairperson Otis indicated that the Consent Agenda dated Tuesday, March 6, 2018 was unanimously approved.

Motion passed – 9-0.

**Roll Call Vote**

Mr. Joseph A. Barreto - Yes  
Ms. Dorothy Blakeslee - Yes  
Mr. Gerard L. Carroll - Yes  
Mr. James Demetrakis - Absent  
Mr. Patrick J. Fletcher - Yes  
Mr. Mark Longo - Yes  
Ms. Carol Otis - Yes  
Ms. Irene Oujo - Yes  
Dr. Sheetal Ranjan – Yes  
Mr. Peter Zalokostas – Absent  
Mr. Joseph Zarra – Yes

Chairperson Otis indicated Resolution P15 dated Tuesday, February 6, 2018 was unanimously approved.  
Motion passed – 9-0.

Executive session was not held.

**A/F1 – Approval of Legal Vouchers - DeCotiis, FitzPatrick, Cole & Giblin, LLP.**

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

December 1, 2017 to December 31, 2017 DeCotiis, FitzPatrick, Cole & Giblin. LLP. \$ 19,445.98

**A/F2 Approve FY 2018 - 2019 Tuition Rate per Credit Increase**

Approval is hereby granted for the following tuition increase:

<u>Category</u>	<u>Current Rate</u>	<u>Proposed Rate</u>
Tuition-In County	\$142.00	\$144.25
Out-of-County	\$292.00	\$296.50
Out-of-State	\$307.50	\$312.00

**A/F3 - Approve FY 2018 - 2019 Tuition Rate per Credit Increase**

Approval is hereby granted to change Chapter 12 Bond Scope of Work by the County of Bergen.

That the Board of Trustees approved a request to change the description on the bond as the scope of work has changed on the 2015 Chapter 12 bond with an available unspent balance totaling \$ 2,966,859. These funds will be used to accommodate the Applied Technology High School with renovations to Ender Hall. In addition, related renovations and upgrades within the Pitkin Education Center are needed. The original bond request was to construct a Wellness and Conference Center in Ender Hall. The college no longer plans to construct a Wellness and Conference Center in Ender Hall.

**A/F4- To authorize award of Public Bid P-2265 for fire protection equipment, maintenance and repairs at the Paramus Campus to United Fire Protection Corporation**

Approval is hereby granted to award Public Bid P-2265 Fire Protection Equipment Maintenance and Repairs, to United Fire Protection Corporation for the period March 20, 2018 through March 19, 2020, at an estimated two year cost of \$294,024.00.

**A/F5 - To authorize the purchase of approximately 540 print and e-books from YBP (Yankee Book Peddler) for the library to support career and technical programs. This is funded by Perkins Grant.**

Approval is hereby granted to purchase various print books and e-books for a total amount not to exceed \$44,500.00 from YBP.

**A/F6 - To authorize the purchase through SHI International Corp. for Symantec SymEd Renewal from March 2018 through March 2019.**

Approval is hereby granted to purchase through SHI International Corp. for Symantec SymEd Renewal from March 2018 through March 2019.

**A/F7 - To award Public Bid P-2260 to William J. Guarini, Inc. for Asphalt Repair, Concrete and Excavation Work.**

Approval is hereby granted to award Public Bid P-2260 to William J. Guarini, Inc. for the estimated amount of \$374,618.00, from March 12, 2018 through March 11, 2020.

**A/F8 - To authorize the award of Public Bid P-2261 for On-Call HVAC Services to Kalas Heating & Cooling, Inc.**

Approval is hereby granted to award Public Bid P-2261 to Kalas Heating & Cooling, Inc. for an estimated amount of \$679,744.00, for the period beginning March 12, 2018 through March 11, 2020.

**A/F9 - To authorize the purchase of one block of Nutanix HyperConverged Servers from Aspire Technology Partners, LLC to life cycle end of life servers and storage in Lyndhurst.**

Approval is hereby granted to purchase one block of Nutanix HyperConverged Servers from Aspire Technology Partners, LLC in the amount of \$280,724.43, through NJEDge consortium pricing.

**A/F10 - To authorize the purchase of an annual Microsoft Campus agreement for volume licensing of various Microsoft software from Dell Marketing L. P.**

Approval is hereby granted to purchase an annual Microsoft Campus Licensing agreement, for the period 4/1/18 – 3/31/19, from Dell Marketing L. P., at a cost of \$108,165.04, through NJEDge consortium pricing.

**A/F11 - To authorize the purchase of approximately 193 e-books for the library to support career and various other programs from Gale, a Cengage Company. This is funded by Perkins Grant.**

Approval is hereby granted to purchase various e-books for a total amount not to exceed \$15,000.00 from Gale a Cengage Company.

**A/F12 - To authorize entering into an agreement with Ellucian Company L.P. to provide information technology management services**

Approval is hereby granted to enter into an agreement with Ellucian Company L.P. to provide information technology management services and staffing, for a period of five years beginning April 1, 2018 through March 31, 2023 in the amount of \$13,363,410.00.

**A/F13 - To correct Resolution A/F6 dated February 6, 2018 to amend fiscal year to read as follows: Request funding from the County for the purpose of IT Lifecycle Replacements for FY2019.**

Approval is hereby granted for appropriation of \$1,500,000.00 from the County for Information Technology Lifecycle replacements for 2019.

**E/SA1 - Authorize submission of a grant application to the Environmental Protection Agency's Environmental Education Local Grants Program for Region 2 for \$100,000, and to authorize President Michael D. Redmond or his designee to execute required documents.**

Approval is hereby granted that Bergen Community College proposes to seek funding from the Environmental Protection Agency in order to increase environmental literacy on campus and in the Bergen County community. The purpose of the Environmental Education Local Grants Program in Region 2 is to support locally focused environmental education projects that increase public awareness and knowledge about environmental and conservation issues and provide the skills that participants in its funded projects need to make informed decisions and take responsible actions toward the environment.

**E/SA2 - Authorize submission of a grant application to the Lumina Fund for Racial Justice and Equity for \$100,000, and to authorize President Michael D. Redmond or his designee to execute required documents.**

Approval is hereby granted for the purpose of this Racial Justice and Equity grant is to help realize the vision of a college community characterized by equity and void of racial hierarchy. The vision is embedded in the Bergen Community College Strategic Plan and its broadly accepted statement on equity. The college's vision emerged from conversations with faculty, staff, and students across the campus. Initiated with Bergen's membership in Achieving the Dream, the issue was addressed in depth by Bergen's Faculty Development Coordinating Council. Equity then became the focus of two college-wide professional development days. This proposed project works toward attainment of this vision by building on a powerful foundation of wide ranging activities and initiatives coordinated over the years by the Office of Student Activities, The Center for the Study of Intercultural understanding, and, most recently, The Center for Peace, Justice, and Reconciliation.

**E/SA3 - To authorize renewal of award agreement for evaluation consulting services to Educational Policy Institute for year 2 of the Title V Developing Hispanic Serving Institutions (HSI) Grant awarded to the College by the U.S. Department of Education, Grant Award # P407A150069, and to authorize President Michael D. Redmond or his designee to execute required documents.**

Approval is hereby granted, as authorized by Board action on February 7, 2017, entered into an initial agreement with the Educational Policy Institute to provide consulting and evaluation services in response to RFP-078 for the period ending September 30, 2017 with a possible extension through September 30, 2018. To ensure continuity and consistently high quality of required external evaluation services, this renewal agreement extends obligations and responsibilities established in the original agreement through September 30, 2018. This renewal of award agreement to Educational Policy Institute is for year 2 of the Title V HSI grant project. The performance period of this award shall be from October 1, 2017 through September 30, 2018. The award amount is \$41,900.00.

**E/SA4 - Authorize submission of a collaborative grant application to the United States Agency for International Development (USAID), and to authorize President Michael D. Redmond or his designee to execute required documents.**

Approval is hereby granted in preparing competent and knowledgeable professionals in the field of Hospitality/Restaurant Management (HRM), Bergen seeks to assist Caribbean countries, such as the Dominican Republic, Jamaica, and Haiti, to prepare a 21st century Hospitality Restaurant Management workforce for their outstanding tourism industry. The intent is to collaboratively provide students with a pathway for completing degree programs in HRM. Prospective students would be dually enrolled at Bergen where the opportunity exists for them to take college credits towards the general education requirements for the HRM program. The dually enrolled students will be afforded the option of taking courses towards their general education requirements completely online through Bergen or at any institution of higher learning in Jamaica. They will also have the opportunity to take HRM specialty courses on site at Bergen during summer months (with residence provided by project partner New Jersey City University). To carry out the project, Bergen is developing symbiotic partnerships with the Ministries of Tourism and Education, the Heart Trust/NTA, the Jamaica Hotels and Tourist Association (JHT A), and academic institutions that include high schools, the University of the West Indies, and the University of Technology.

**P1A – Appointment: Clinical Coordinator**

Approval is hereby granted to appoint the individual listed below to the position of Clinical Coordinator at the stipend shown for the period January 1, 2018 – June 30, 2018.

<b><u>Name</u></b>	<b><u>Department/Division</u></b>	<b><u>Stipend</u></b>
<b><u>CLINICAL COORDINATOR</u></b>		
Irene Figliolina	Medical Office Assisting/Health Professions	\$2,375.00 (retroactive)

**P1B – Appointment: Testing Coordinators**

Approval is hereby granted to appoint the individuals listed below to the position of Testing Coordinators at the stipends shown for the period January 16, 2018– June 30, 2018.

<b><u>Name</u></b>	<b><u>Department/Discipline</u></b>	<b><u>Annual Stipend</u></b>
Leah Carmona	ALP Level One/English	\$500.00
Olga Weston*	ALP Level Three/English	\$500.00



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**P1C - Appointment: Lecturer, Spring 2018 Semester**

Approval is hereby granted to appoint the following individual as a Lecturer for the Spring 2018 semester at the salary indicated.

<u>Name</u>	<u>Discipline/Division</u>	<u>Salary</u>
*Lorraine Lago	Accounting/Business, Arts & Social Sciences	\$21,000.00
Emergency lecturer appointment.		

**P2 - Reappointment Faculty – Fourth Reappointment**

Approval is hereby granted to reappoint the following individuals for their fourth reappointment to the indicated division & rank for the period September 1, 2018 through June 30, 2019 unless otherwise noted:

Geralyn Collins-Eisler	Associate Instructor	Diagnostic Medical Sonography/Health Professions
Carmen Torres	Assistant Professor	Nursing/Health Professions

In accordance with Article XIII of the BCCFA contract

**P3 – Rescind: Clinical Coordinator**

Approval is hereby granted to rescind the appointment of the following individual as Clinical Coordinator.

<u>Name</u>	<u>Position</u>	<u>Discipline/Division</u>	<u>Effective Date</u>
Marie Andreozzi	Clinical Coordinator	Medical Office Assisting/ Health Professions	12/31/17 (retroactive)

**P4 – Rescind: Testing Coordinator**

Approval is hereby granted to rescind the appointment of the following individual as Testing Coordinator.

<u>Name</u>	<u>Position</u>	<u>Department</u>	<u>Effective Date</u>
Harold Kahn	Testing Coordinator	ALP Level Three/English	01/16/17 (retroactive)

**P5 – Rescind: Nursing Clinical Faculty Stipend**

Approval is hereby granted to rescind the payment of the Nursing Clinical Faculty stipend for the following individual.

<u>Name</u>	<u>Semester stipend amount</u>	<u>Effective Date</u>
Patricia Durante	\$2,400.00	Rescind P7, 02/06/18

**P6 - Resignation: Grant Staff**

Approval is granted for the resignation of the following individual:

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Michelle Anders	Financial Literacy Coordinator/Finance 0	2/16/18 (retroactive)

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Approval is granted for the resignation of the following individual:

<u>Name</u>	<u>Assistant Coach Position</u>	<u>Effective Date</u>
Charles Bell	Women's Softball	01/05/18 (retroactive)

**P8 – Retirement: Faculty**

Approval is granted for the retirement of the following individual:

<u>Name</u>	<u>Rank/Department/Division</u>	<u>Effective Date</u>
Andrew Baddish	Associate Professor/Communications/Humanities	02/01/18 (retroactive)

**P9 – Confer Professor Emeritus Status**

Approval is hereby granted that the Board of Trustees confer Professor Emeritus status on the following individuals:

Dr. Judith Rae Davis  
Dr. Bonnie MacDougall  
Dr. Joan S. Tscherne

**P10 - Retirement: Confidential Staff**

Approval is granted for the retirement of the following individual:

<u>Name</u>	<u>Position/Department/Division</u>	<u>Effective Date</u>
Dr. Yun Kim	Vice President, Institutional Effectiveness	09/01/18

**P11 - Approve: Leave of Absence/Support Staff**

Approval is granted for the 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>
Marissa Drukker	Sr. Library Assistant/Library Services/ Academic Affairs	02/23/18 (retroactive)

**P12 - Termination: Professional Staff**

Approval for the termination of the following individuals:

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Moises DeLeon	Project Coordinator	05/04/18
Barbara Gallagher	Colleague ERP User Liaison	05/04/18
Melanie McKaba	Senior Programmer Analyst	05/04/18
Raquel Newell	Colleague ERP User Liaison	05/04/18
Michael Onwuka	Project Coordinator	05/04/18
Pamela Ricatto	Business Objects Developer/Report Writer	05/04/18
Kimberly Ritchie	Service Desk Manager	05/04/18

**Justification**

Position elimination due to realignment of technology functions with Ellucian.

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**P13 – Termination Confidential**

Approval for the termination of the following individuals:

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Timothy Burger	Managing Director of Networks and Infrastructure	06/03/18
Lisa DiGaetano	Managing Director of User Support Services	06/03/18
Stephen Valkenburg	Executive Director of Information Technology	06/03/18

**S/F1 - To award professional services to Arcari & Iovino Architects for the preparation of plans and specifications for the removal and replacement of bleachers located in the Gymnasium.**

Approval is hereby granted to pay \$13,725.00 to Arcari & Iovino Architects for the preparation of plans and specifications for the removal and replacement of Gymnasium bleachers.

**ADJOURNMENT**

As no further business was brought before the Board of Trustees, Chairperson Carol Otis asked for a motion to adjourn the board meeting.

Trustee Patrick Fletcher moved to adjourn the meeting and seconded by Trustee Blakeslee.

The board meeting adjourned at 5:46 p.m.

Thank you,

Trustee, Joseph A. Barreto  
Secretary, Board of Trustees

# What do students think about their research abilities?

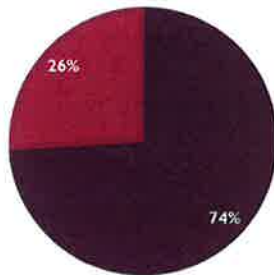
Library Assessment: 2015-2017

Prof. Annemarie Roscello

Surveyed WRT101 Students, N=535

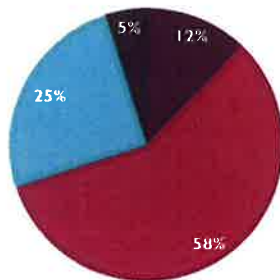
## WROTE A PAPER IN HS

■ Yes ■ No



## SOURCES REQUIRED IN HS

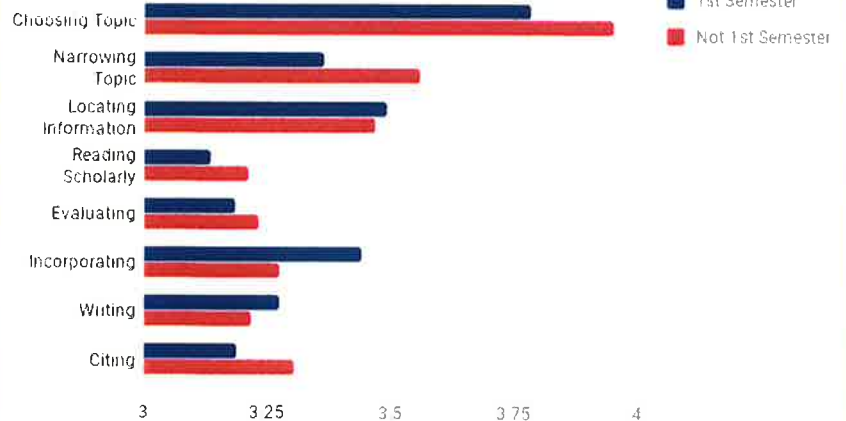
■ 1-2 ■ 3-4 ■ 5-7 ■ 7+



## Research Paper Confidence

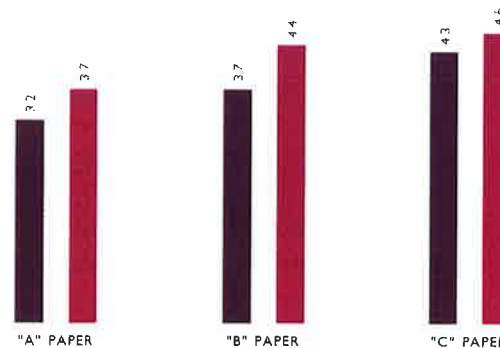
### 1st Semester and Not 1st Semester

■ 1st Semester  
■ Not 1st Semester

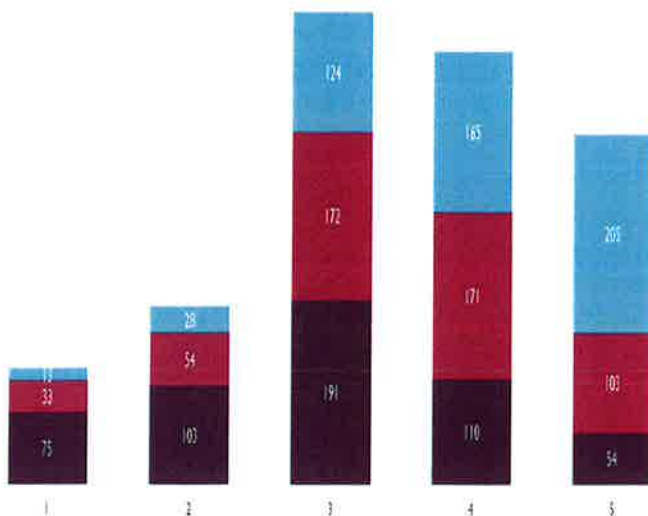


## THE PAPERS, N=28

■ Research Process Average ■ Incorporating Sources



■ Books ■ Articles ■ Websites



## Confidence Incorporating Sources

- Library Instruction counteracts the Dunning-Kruger Effect
- Focus more on scholarly sources
  - Why to use them
  - How to use them
- Focus on strategies to improve each step of the research process especially recovery methods.
- More research on teaching and illusory superiority



# **BUDGET OVERVIEW**

## **FISCAL YEARS 2017 - 2019**

# BERGEN COMMUNITY COLLEGE CURRENT FUNDS BUDGET FOR FISCAL YEARS 2017 - 2019

	Previous Budget 7/01/2016 - 6/30/2017	Current Budget 7/01/2017 - 6/30/2018	Proposed Budget 7/01/2018 - 6/30/2019	% of Total
<b>REVENUES</b>				
Unrestricted:				
Tuition	\$57,576,941	\$57,785,822	\$55,267,943	51.1%
Student Fees	17,930,934	17,606,933	17,455,025	16.1%
Governmental Appropriations				
State	12,184,228	12,427,285	12,427,285	11.5%
County	20,109,880	20,512,078	21,322,320	19.7%
Other New Jersey Counties	221,000	221,000	225,000	0.2%
Sales & Services of Auxiliary				
Enterprise	125,000	181,151	167,132	0.2%
Other Sources	1,300,000	1,262,808	1,339,500	1.2%
Fund Balance Appropriation	2,023,495	1,004,818	0	0.0%
Total Unrestricted	\$111,471,478	\$111,001,895	\$108,204,205	100.0%
Restricted:				
Student Aid and Other Grants	46,500,000	47,700,000	48,200,000	
Total Current Funds Revenues	\$157,971,478	\$158,701,895	\$156,404,205	
<b>EXPENDITURES &amp; TRANSFERS</b>				
Educational and General:				
Instruction	\$41,968,006	\$42,063,114	\$39,659,733	37.1%
Academic Support	7,052,750	6,737,301	6,112,046	5.7%
Student Services	8,245,294	8,171,213	7,165,530	6.7%
Institutional Support	42,490,614	42,262,056	44,337,189	41.5%
Operation & Maintenance of Plant	10,346,733	10,395,889	9,559,259	8.9%
Edu. & General Expenditure	\$110,103,397	\$109,629,573	106,833,757	98.7%
Mandatory Transfers:				
Principal & Interest	1,129,599	1,129,599	1,129,599	1.0%
Total Edu. & General	\$111,232,996	\$110,759,172	107,963,356	99.8%
Auxiliary Enterprise:				
Expenditures	238,482	242,723	240,849	0.2%
Total Current Unrestricted	\$111,471,478	\$111,001,895	\$108,204,205	100.0%
Restricted Expenditures:				
Student Aid and Other Grants	46,500,000	47,700,000	48,200,000	
Total Current Funds	\$157,971,478	\$158,701,895	156,404,205	
Expenditures & Transfers				
Net Surplus / (Deficit)	\$0	\$0	(\$0)	

# **BERGEN COMMUNITY COLLEGE** **43-Year County Aid Ratio**

<b>Year</b>	<b>County Aid</b>	<b>Total Budget</b>	<b>%</b>	<b>Year</b>	<b>County Aid</b>	<b>Total Budget</b>	<b>%</b>
<b>FY77</b>	4,374,710	10,980,171	39.8%	<b>FY99</b>	14,884,760	52,150,560	28.5%
<b>FY78</b>	4,588,010	12,195,743	37.6%	<b>FY00</b>	14,884,760	54,040,840	27.5%
<b>FY79</b>	4,855,410	13,254,483	36.6%	<b>FY01</b>	15,182,450	57,163,740	26.6%
<b>FY80</b>	5,105,410	14,099,428	36.2%	<b>FY02</b>	15,486,100	59,153,750	26.2%
<b>FY81</b>	5,600,000	15,525,504	36.1%	<b>FY03</b>	15,696,320	61,711,860	25.4%
<b>FY82</b>	6,300,000	18,993,838	33.2%	<b>FY04</b>	16,088,720	65,965,850	24.4%
<b>FY83</b>	7,125,000	19,831,000	35.9%	<b>FY05</b>	16,490,945	71,555,780	23.0%
<b>FY84</b>	7,723,000	21,846,000	35.4%	<b>FY06</b>	16,490,945	75,052,310	22.0%
<b>FY85</b>	8,580,000	24,290,185	35.3%	<b>FY07</b>	16,903,220	79,456,150	21.3%
<b>FY86</b>	9,458,000	25,211,200	37.5%	<b>FY08</b>	17,949,830	83,410,530	21.5%
<b>FY87</b>	10,472,500	27,020,400	38.8%	<b>FY09</b>	18,107,150	89,272,140	20.3%
<b>FY88</b>	11,097,500	29,446,773	37.7%	<b>FY10</b>	18,650,358	96,132,650	19.4%
<b>FY89</b>	12,167,900	30,861,000	39.4%	<b>FY11</b>	19,116,620	106,882,400	17.9%
<b>FY90</b>	12,812,800	32,279,900	39.7%	<b>FY12</b>	14,139,870	108,398,800	13.0%
<b>FY91</b>	13,982,000	36,370,877	38.4%	<b>FY13</b>	14,139,870	111,006,020	12.7%
<b>FY92</b>	14,152,600	38,565,000	36.7%	<b>FY14</b>	17,876,630	114,086,240	15.7%
<b>FY93</b>	13,982,000	41,861,000	33.4%	<b>FY15</b>	19,116,620	116,486,714	16.4%
<b>FY94</b>	14,615,230	44,225,458	33.0%	<b>FY16</b>	19,690,119	117,769,000	16.7%
<b>FY95</b>	14,353,900	47,279,800	30.4%	<b>FY17</b>	20,109,880	111,471,478	18.0%
<b>FY96</b>	14,694,600	48,868,600	30.1%	<b>FY18</b>	20,512,078	111,001,895	18.5%
<b>FY97</b>	14,780,156	49,508,350	29.9%	<b>FY19</b>	21,322,320	108,204,205	<b>19.7%</b>
<b>FY98</b>	14,694,000	51,028,100	28.8%				

# BERGEN COMMUNITY COLLEGE

## 43-Year Tuition & Fees Ratio

Year	Tuition& Fees	Total Budget	%	Year	Tuition& Fees	Total Budget	%
FY77	3,320,404	10,980,171	30.2%	FY99	23,343,100	52,150,560	44.8%
FY78	3,657,270	12,195,743	30.0%	FY00	24,130,700	54,040,840	44.7%
FY79	3,737,551	13,254,483	28.2%	FY01	25,349,700	57,163,740	44.3%
FY80	3,856,338	14,099,428	27.4%	FY02	25,810,130	59,153,750	43.6%
FY81	4,344,504	15,525,504	28.0%	FY03	28,051,980	61,711,860	45.5%
FY82	6,449,733	18,993,838	34.0%	FY04	32,052,720	65,965,850	48.6%
FY83	6,405,000	19,831,000	32.3%	FY05	37,236,675	71,555,780	52.0%
FY84	7,832,000	21,846,000	35.9%	FY06	40,273,630	75,052,310	53.7%
FY85	7,994,266	24,290,185	32.9%	FY07	44,743,640	79,456,150	56.3%
FY86	7,445,000	25,211,200	29.5%	FY08	47,763,660	83,410,530	57.3%
FY87	7,917,400	27,020,400	29.3%	FY09	51,248,680	89,272,140	57.4%
FY88	9,059,295	29,446,773	30.8%	FY10	59,528,060	96,132,650	61.9%
FY89	8,577,500	30,861,000	27.8%	FY11	70,712,820	106,882,400	66.2%
FY90	9,840,100	32,279,900	30.5%	FY12	75,794,370	108,398,800	69.9%
FY91	13,499,349	36,370,877	37.1%	FY13	79,618,360	111,006,020	71.7%
FY92	13,603,400	38,565,000	35.3%	FY14	84,045,980	114,086,240	73.7%
FY93	15,975,300	41,861,000	38.2%	FY15	85,206,464	116,486,714	73.1%
FY94	19,446,807	44,225,458	44.0%	FY16	79,521,329	117,769,000	67.5%
FY95	19,754,100	47,279,800	41.8%	FY17	75,507,875	111,471,478	67.7%
FY96	21,886,400	48,868,600	44.8%	FY18	75,392,755	111,001,895	67.9%
FY97	22,294,099	49,508,350	45.0%	FY19	72,722,968	108,204,205	67.2%
FY98	23,319,800	51,028,100	45.7%				



# BERGEN COMMUNITY COLLEGE

## EXPENDITURES

### FOR FISCAL YEARS 2017- 2019

	Previous Budget 7/01/2016 - 6/30/2017	Current Budget 7/01/2017 - 6/30/2018	Proposed Budget 7/01/2018 - 6/30/2019	% of Total
<b>EXPENDITURES &amp; TRANSFERS</b>				
<b>Educational and General:</b>				
Instruction(Instructional expense, testing, tutoring)	41,968,006	42,063,114	39,659,733	37.1%
Academic Support (Honoraria, books & subscriptions, evaluation/accreditation, study abroad, AVP awards, literary arts series, program review, articulation, professional development)	7,052,750	6,737,301	6,112,046	5.7%
Student Services (recruitment, freshmen, seminar, special events, clubs, athletics)	8,245,294	8,171,213	7,165,530	6.7%
Institutional Support(Insurance, legal, audit, IT support, automotive, uniforms, repairs & maintenance, provision for doubtful account, collection agency, advertising, postage)	42,490,614	42,262,056	44,337,189	41.5%
Operation & Maintenance of Plant (Utilities, trash, electricity/water, custodial)	10,346,733	10,395,889	9,559,259	8.9%
<b>Educ. &amp; General Expenditure</b>	<b>\$110,103,397</b>	<b>\$109,629,573</b>	<b>106,833,757</b>	<b>98.7%</b>
<b>Mandatory Transfers</b>				
Principal & Interest (Meadowlands Note)	1,129,599	1,129,599	1,129,599	1.0%
<b>Total Educational &amp; General</b>	<b>\$111,232,996</b>	<b>\$110,759,172</b>	<b>107,963,356</b>	<b>99.8%</b>
<b>Auxiliary Enterprise</b>				
Expenditures (Child Dev. Ctr.)	238,482	242,723	240,849	0.2%
<b>Total Current Unrestricted</b>	<b>\$111,471,478</b>	<b>\$111,001,895</b>	<b>108,204,205</b>	<b>100.0%</b>
<b>Common Expenditures in each category:</b> 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

FY2017 - 2019

## TOTAL SALARIES, BENEFIT AND OTHER EXPENDITURES

vs.

## TOTAL EXPENDITURES

Category	FY2017	% of Total Expense	FY2018	% of Total Expense	FY2019	% of Total Expense
Salary	\$68,942,479	62%	\$68,911,357	62%	\$65,266,957	60%
Benefit	19,761,333	18%	19,423,271	18%	20,612,514	19%
<b>Total Salary/Benefit</b>	<b>\$88,703,812</b>	<b>80%</b>	<b>\$88,334,628</b>	<b>80%</b>	<b>\$85,879,471</b>	<b>79%</b>
Other Expenditures	22,767,666	20%	22,667,267	20%	22,324,734	21%
<b>Total Expenditure</b>	<b>\$111,471,478</b>	<b>100%</b>	<b>\$111,001,895</b>	<b>100%</b>	<b>\$108,204,205</b>	<b>100%</b>

### Other Expenditures: expenditures beside benefits and salaries

- Instruction:** Instructional expense, testing, tutoring.
- Institutional Support:** Insurance, legal, audit, IT support, automotive, uniforms, repairs & maintenance, provision for doubtful account, collection agency, advertising, postage.
- Academic Support:** Honoraria, books & subscriptions, evaluation/accreditation, study abroad, AVP awards, literary arts series, program review, articulation, professional development.
- Student Services:** recruitment, freshmen, seminar, special events, clubs, athletics.
- Plant:** Utilities, trash, electricity/water, custodial.
- Common Expenditures in each category:** Catering, office supplies, memberships, travel & conferences, minor equipment & furniture, printing & graphics, consultants & contracted services.

# **Bergen Community College**

## **Components of Salary Expenditures**

- **Administrative Salaries**
- **Faculty Salaries**
- **Adjunct Salaries**
- **Lecturer Salaries**
- **Faculty Assistant Salaries**
- **Overload Payments**
- **Nurses Salaries**
- **Medical Office Salaries**
- **Clerical Salaries**
- **Building and Grounds Salaries**
- **Maintenance and Public Safety Salaries**
- **Overtime Payments, Regular and Student Part-time Salaries**
- **Stipends**
- **Shift Differential**
- **Visitation, \$ 50 A Day, Registration**
- **Sub-faculty Inload**
- **Student Tutors, Coaching, Proctoring, Tutors Non-Student Payments**

**BERGEN COMMUNITY COLLEGE  
FY 2006 - 2019 OPERATING BUDGET  
TUITION INCREASE SUMMARY**

•FY2006	5.0%
•FY2007	8.0%
•FY2008	5.0%
•FY2009	5.0%
•FY2010	8.0%
•FY2011	6.0%
•FY2012	5.5%
•FY2013	3.0%
•FY2014	1.5%
•FY2015	1.5%
•FY2016	1.9%
•FY2017	2.5%
•FY2018	2.5%
•FY2019	1.5%

**BERGEN COMMUNITY COLLEGE  
CHARTER 12 FUNDING**

Years	\$
2009 - 2010	2,400,000
2010 - 2011	0
2011 - 2012	8,500,000
2012 - 2013	1,500,000
2013 - 2014	4,200,000
2014 - 2015	3,200,000
2015 - 2016	0
2016 - 2017	3,700,000
2017 - 2018	4,000,000
2018 - 2019	8,100,000

( 50% Comes from County )