

**BOARD OF TRUSTEES
BERGEN COMMUNITY COLLEGE
Minutes of the Tuesday, May 7, 2019
PUBLIC MEETING OF THE BOARD OF TRUSTEES**

The Public Meeting of the Board of Trustees of Bergen Community College was held on Tuesday, **May 7, 2019**, in the Technology Building 128 BC at Bergen Community College, 400 Paramus Road, Paramus, New Jersey. Chairperson Carol Otis 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 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 Herald News, and filed with the Clerk of the County of Bergen, November 26, 2018."

Ms. Judy Verrone, Esq, from DeCotiis, FitzPatrick, Cole and Giblin, L.L.C. administered the Oath of Office to Ms. Krista J. Flinn, Trustee.

Chair Otis welcomed Ms. Krista J. Flinn to the Bergen Community College Board of Trustees. Ms. Flinn was assigned to the Audit, Finance and Legal Affairs Committee and the Site and Facilities Committee.

ROLL CALL

Present

Mr. Joseph A. Barreto
Ms. Dorothy Blakeslee
Mr. Gerard L. Carroll
Mr. Patrick Fletcher
Ms. Krista J. Flinn
Mr. Mark Longo
Ms. Carol Otis
Ms. Irene Oujo
Dr. Sheetal Ranjan
Mr. Joseph Zarra

Also Present

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

Regrets

Ms. Sibora Peca, Alumni Trustee

PLEDGE OF ALLEGIANCE

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

VICE-CHAIRMAN'S REPORT

Vice Chair Carroll attended the following events at Bergen Community College:

- On April 6, 2019, the theatre production of *Noises Off*.
- On April 11, 2019, the Asian Heritage Annual Recognition Luncheon.
- On April 30, 2019, the STEM Center Opening, the Legislative Luncheon, the \$50 for Fifty Commemorative Wall Unveiling and the Foundation Scholarship Awards Ceremony.

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SECRETARY

No report from Secretary Barreto.

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

Treasurer Blakeslee informed the board members that the Audit and Finance Committee met on April 24, 2019, and reviewed the financial position of the college and recommends resolutions A/F 1 to A/F 11.

PRESIDENT'S REPORT

Dr. Redmond requested a moment of silence for former Bergen Community College Board of Trustees Chair E. Carter Corriston, Esq. who passed away on May 6, 2019. Chair Corriston was a member of the Board of Trustees from 1993 to 2016. He served two terms as chair of the board 1997 to 2004 and resumed the responsibilities of chair of the board from 2009 to 2016.

Dr. Redmond introduced Dr. Aaron Fichtner, President, New Jersey Council of County Colleges and Dr. Phil Linfante, Chair, New Jersey Council of County Colleges to present the New Jersey Council of County Colleges Vision 2028. See attached documentation of Vision 2028.

Dr. Redmond reported that he was notified from Dr. Zakiya Smith Ellis, who currently serves as New Jersey's Secretary of Higher Education, of the memberships of the five working groups that will help to implement the state's new plan for higher education. There are six members from Bergen Community College who were appointed to the working groups:

Creating on Ramps to College Group - Dr. Michael D. Redmond, President
Student Success – Ms. Cinzia D'Orio, Dean, Continuing Education, Ms. Leigh Jonaitis, Professor, English Basic Skills and Dr. Amarjit Kaur, Managing Director, Center for Innovation Teaching and Learning
Safe and Inclusive Environments – Trustee Sheetal Ranjan and Ms. Brandie Bookart, Benefits Administrator

Dr. Redmond introduced Dr. Danyen Davis, Director, Summer Intensive Program and Mr. Ronald McKnight, Manager of Multicultural and Community Affairs, to present the 2019 Black, Brown and College Bound Summit along with the following students:

Mr. Bryant Gomez
Mr. Kevin Lizama
Mr. Albert Perez
Mr. Joshua Jimenez
Mr. Matthew Jimenez
Mr. Jorge Montoya

Dr. Redmond introduced Dr. William Mullaney, Vice President, Academic Affairs to present recognition of teams working on the 60 credit reduction. Dr. Mullaney introduced colleagues who participated on the successful team who worked on the 60 Credit Reduction.

Dr. Mullaney invited Dr. Kaufman, Chair, Faculty Senate, and his co-chair for the 60 credit reduction project to say a few words.

Dr. Kaufman indicated that this was a successful example of how administration and faculty worked together collaboratively.

COMMITTEES

AUDIT AND FINANCE AND LEGAL AFFAIRS

Treasurer Blakeslee of the Audit and Finance Committee recommended approval of Audit and Finance Resolutions A/F 1 to A/F 11.

BOARD OF SCHOOL ESTIMATE

No meeting scheduled with the Board of School Estimate.

EDUCATION AND STUDENT AFFAIRS

Secretary Barreto, Chairperson, Education and Student Affairs Committee recommended approval of E/SA 1 to E/SA 5.

PERSONNEL

Trustee Fletcher, Chair, Personnel Committee, informed the board members that the Personnel Committee met on April 23, 2019 and recommended resolutions P1 thru P8 for board approval.

SITE AND FACILITIES

Trustee Longo, Chair, Site and Facilities Committee recommended resolution S/F1 and S/F2.

STRATEGIC PLANNING AND ISSUES

Trustee Oujo, Chair, Strategic Planning Committee. The Strategic Planning Committee met on May 3, 2019 and discussed goals for President Redmond in line with the Strategic Plan. Presentations regarding mid-year goals were given by Ms. C. Gillespie, Executive Director of Continuing Education and Workforce Development, Dr. L. Hlavenka, Executive Director, Public Relations, Community and Cultural Affairs and Mr. R. Miller, Executive Director, Foundation.

Alumni Trustee

Alumni Trustee was unable to attend the board meeting.

CHAIRPERSON'S COMMENTS

Chair Otis recommended resolution Institutional – 1

Authorize a change in the date of public posting of the agenda and board packet for monthly Board of Trustee meetings.

UNFINISHED BUSINESS/BOARD MEMBERS

Chair Otis along with board officers have scheduled the 2019 summer board retreat for Monday, August 5, 2019 from 8:30 a.m. to 2:30 p.m. The officers are in the process of scheduling a speaker for the retreat.

NEW BUSINESS/BOARD MEMBERS

No new business from board members.

OPEN TO THE PUBLIC

Chairperson Otis requested a motion to Open to the Public. Treasurer Longo made a motion to open to the public, seconded by Trustee Oujo. All trustees were in favor.

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Mr. Luis DeAbreu, Director, STEM Program, Bergen Community College thanked the board members, and executive team members for attending the grand opening of the STEM Research Center.

He invited all to attend the STEM C2 Research Summit on Tuesday, May 14, 2019

Professor Tomer Zilkha, Hotel Restaurant Management Coordinator provided an update of the department's goals and accomplishments for the past year. Professor Zilkha thanked the board members for attending many events and for their support of the program. Students, Ms. Kaitlyn Kripsgans and Mr. Jerel Jhocson spoke about their wonderful experiences with the program.

Mr. Richard Comerford, Professor of Economics, brought his concerns to the board regarding resolution P7 – Termination: Professional Staff.

Chairperson Otis requested a motion to close the open session of the board meeting.
A motion was made by Trustee Fletcher and seconded by Trustee Longo.
All trustees were in favor.

ADOPTION OF MINUTES

Secretary Barreto recommended approval of the following minutes:

Chairperson Otis requested a motion to accept the following minutes:
Approval of the board minutes dated April 2, 2019.
A motion was made by Trustee Longo and seconded by Fletcher.

Roll Call Vote to approve the April 2, 2019 board meeting minutes:

Mr. Joseph A. Barreto - Yes
Ms. Dorothy Blakeslee - Yes
Mr. Gerard L. Carroll - Yes
Mr. Patrick J. Fletcher – Yes
Ms. Krista Flinn – Absent - due to an appointment Ms. Flinn left the meeting at 6:00 p.m.
Mr. Mark Longo - Yes
Ms. Carol Otis - Yes
Ms. Irene Oujo - Yes
Dr. Sheetal Ranjan – Yes
Mr. Joseph Zarra – Yes
Ms. Sibora Peca - Absent

Motion passed – 9 – Yes, 2 – Absent

Chairperson Carol Otis noted that the April 2, 2019 minutes were approved.

APPROVAL OF THE CONSENT AGENDA

Chairperson Otis requested a motion to approve the Consent Agenda, dated May 7, 2019.

Audit and Finance - A/F1 to A/F11.
Education and Student Affairs – E/SA1 to E/SA5.

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Institutional 1
Personnel – P1 to P8.
Site and Facilities – S/F1 and S/F2.

A motion was made by Trustee Longo and seconded by Trustee Ranjan.

Roll Call Vote for approval of the consent agenda dated May 7, 2019.

Mr. Joseph A. Barreto - Yes
Ms. Dorothy Blakeslee - Yes
Mr. Gerard L. Carroll – Yes
Mr. Patrick J. Fletcher – Yes
Ms. Krista Flinn – Absent - due to an appointment Ms. Flinn left the meeting at 6:00 p.m.
Mr. Mark Longo – Yes

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

Ms. Carol Otis - Yes
Ms. Irene Oujo - Yes
Dr. Sheetal Ranjan – Yes

***Trustee Sheetal Ranjan abstained from voting on Resolution P7
Termination: Professional Staff***

Mr. Joseph Zarra – Yes
Ms. Sibora Peca - Absent

8 Yes/1 Abstention and 2 Absent on A/F1; 9 Yes/2 Absent on A/F2 thru A/F11.
9 Yes/2 Absent on E/SA1 to E/SA5.
9 Yes/2 Absent on I-I.
9 Yes/2 Absent on P1 to P6 and P8 and 8 Yes on P7/1 Abstention and 2 Absent.
9 Yes /2 Absent on S/F1 and S/F2.

Chairperson Carol Otis noted that the consent agenda was approved.

No executive session was held.

Secretary Barreto responded to a public comment made earlier in the meeting.

A/F1 – Approval of Legal Vouchers – DeCotiis, FitzPatrick, Cole & Giblin, L.L.P.
March 1, 2019 to March 31, 2019 DeCotiis, FitzPatrick, Cole & Giblin. LLP. \$ 34,124.38

A/F2 Approval of Labor Invoices – Eric M. Bernstein & Associates, L.L.C.
March, 2019: Invoices: 58160, 58161 and 58162 \$ 2,865.00

A/F3 - Adopt 2019 - 2020 Budget

Approval is hereby granted to that the Board of Trustees of Bergen Community College adopt the 2019 – 2020 College Budget, effective July 1, 2019. Budget summary is available on the Board of Trustees' web page.

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A/F4 - To award financial auditing services to PKF O'Connor Davies, LLP in accordance with RFP # R-086.

Approval is hereby granted to award RFP # R-086 Independent Auditing Services to PKF O'Connor Davies, LLP for a two-year agreement at a cost of \$54,500.00 for year one and \$56,000.00 for year two. Award includes an option to renew for a third year at a cost of \$57,750.00.

A/F5 - Exempt from Bidding: Authorization to renew Flood Insurance Policy for 1280 Wall Street, Lyndhurst, NJ. Insurance, is exempt from bidding pursuant to N.J.S.A. 18A:64A-25.5(11), which exemption shall be in accordance with the requirements for extraordinary unspecifiable services. Approval is hereby granted renew Flood Insurance coverage for property located in 1280 Wall Street, Lyndhurst, NJ, from Otterstedt Insurance Agency, Inc. for the coverage period:

June 5, 2019 through June 5, 2020 - Flood Policy at a cost of \$31,381.00

A/F6 – To authorize the annual renewal of Manage Engine Service Desk Plus license, help desk management software, from May 11, 2019 through May 10, 2020 with Insight Public Sector.

Approval is hereby granted to renew Manage Engine Service Desk Plus software licensing at a cost of \$22,119.86 from Insight Public Sector on NJ State Contract 89853.

A/F7 - To authorize the renewal of the Support and Operate Contract for single sign on server with Gluu, Inc.

Approval is hereby granted to renew the Support and Operate Contract for single sign on server with Gluu, Inc. for the period of May 1, 2019 – April 30, 2020 at a cost of \$35,000.00.

A/F8 – To authorize award of Public Bid P-2292 to Trane US Inc. for chiller maintenance and repair.

Approval is hereby granted to award Public Bid P-2292 Chiller Maintenance and Repair to Trane US Inc. for the estimated amount of \$257,985.00, which includes preventative maintenance and miscellaneous repairs, during the period May 15, 2019 through May 14, 2021.

A/F9 - To authorize annual renewal of subscription to illumira, a digital media repository and streaming service provided through NJEdge.Net technology consortium.

Approval is hereby granted to renew illumira video repository and licensed media hosting services for fiscal year 2020, through NJEdge.Net, at a cost of \$21,376.76.

A/F10 - To authorize transfer of revenue received for the sale of Apple computer equipment to Bergen Community College Foundation.

Approval is hereby granted to transfer the revenue received of \$7,572.00 for the sale of Apple computer equipment to Bergen Community College Foundation.

A/F11 - Ratifying an emergency contract for a professional services agreement with Dennis M. Carriello, Esq. of Hogan, Marren, Babbo & Rose, Ltd ("Hogan Law Firm"), whose address is 40 Broad Street, New York, New York 10004 in an amount not to exceed \$50,000.

Approval is hereby granted for ratification of an emergency professional services agreement with the Hogan Law Firm to assist the College in responding to a U. S. Department of Education's Federal Program Review (DOE Review), in an amount not to exceed \$50,000.

E/SA1 - To authorize acceptance of the Perkins FY 2020 grant award in the amount of \$674,400.00 from the State of New Jersey Department of Education, and to authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted that The State of New Jersey Department of Education awarded Perkins Funds for Bergen Community College in the amount of \$674,400.00 for Fiscal Year 2020 (July 1, 2019 through June 30, 2020). Perkins planning committee priorities for FY 2020 Career and Technical Education (CTE) were determined on the basis of feedback from CTE program advisory committees, departmental and accrediting agency need assessments, and state negotiated program performance outcome measures. The application for 2020 Perkins funding is in two phases, of which this request is for the first, the second is due in June.

E/SA2 - Authorize acceptance of the Humanities Connections grant from the National Endowment for the Humanities (NEH) in the amount of \$35,000.00, and to authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted submission of a proposal to the National Endowment for the Humanities, Division of Education Programs, Humanities Connections Program for a one-year, \$35,000 grant to support the Division of Humanities' efforts to collaborate with the Criminal Justice A.A.S. degree program to contextualize existing courses, and to authorize President Michael D. Redmond, or his designee, to execute required documents.

E/SA3 - Authorize acceptance of a grant from the NJ Colleges & Universities Implementing Tobacco and Smoke-Free Policies Project (NJ CUITs) Grant Program in the amount of \$8,000, and to authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted for acceptance of a proposal to The NJ Colleges & Universities Implementing Tobacco and Smoke-free Policies Project (NJ CUITs) is a grant sponsored by NJ Prevention Network (NJPN) in conjunction with the New Jersey Department of Health for a one-time \$8,000 grant to provide Bergen Community College with best practice policy options and funding to support efforts to strengthen and improve current campus smoking policies; and to authorize President Michael D. Redmond, or his designee, to execute required documents.

E/SA4 – Authorize submission of the Community College Opportunity Grant's (CCOG) Special Project proposal to the N.J. Department of Education in the amount of \$10,000, and to authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted for submission of the CCOG Special Project proposal to the N.J. Department of Education for a one-time, \$10,000 grant to support students with food insecurity to strengthen the retention and graduation of BCC students, and to authorize President Michael D. Redmond, or his designee, to execute required documents.

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E/SA5 - Authorize submission of a proposal to the U.S. Department of Agriculture's (USDA) Hispanic-Serving Institutions (HSI) Education Grants Program in the amount of \$250,000, and to authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted for submission of the USDA-HSI Education grant proposal to the USDA for a four-year, \$250,000 grant to advance the college's hotel and restaurant management (HRM), culinary and food science programs by encouraging innovative teaching, developing new models to attract, retain, graduate and advance students in these fields; and to authorize President Michael D. Redmond, or his designee, to execute required documents.

I-1 - Authorize a change in the date of public posting of the agenda and Board packet for monthly Board of Trustee meetings.

Approval is hereby granted, effective immediately, in addition to any applicable legal or other requirements, an agenda and Board packet will be posted to the Bergen Community College web site and a copy will be sent to the County Executive's Office five business days prior to each scheduled Board of Trustees meeting.

P1A - Appointment: Support Staff (This appointment is being made in accordance with the Bergen Community College Support Staff Association (BCCSSA) contract, Article XV, after successful completion of the probationary period.)

Approval is hereby granted for 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>
Darryl Dobbs	Custodian/Buildings & Grounds	\$31,124.00 (pro-rated)	01/02/19 (retroactive)

P1B - Appointment: Academic Chairs and Program Coordinators/Faculty

Approval is hereby 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, 2019 – June 30, 2020.

<u>ACADEMIC CHAIRS</u>		<u>Annual Stipend</u>	<u>Annual Release Time</u>
<u>Name</u>	<u>Departments//Division</u>		
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
Randolph Forsstrom [Dr.]	Mathematics//Mathematics, Science and Technology	\$6,400.00	23 credit hours
Danielle Coppola-Oliveri	Wellness and Exercise Science//Health Professions	\$3,000.00	11 credit hours

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Robert Highley	Biology and Horticulture/Mathematics, Science and Technology	\$6,000.00	20 credit hours
Carol Miele [Dr.]	English as a Second Language and World Languages//Humanities	\$6,400.00	22 credit hours
Richard Kuiters	Criminal Justice and Legal Studies// Business, Arts and Social Sciences	\$3,000.00	15 credit hours
Pierre Laguerre	Business and Hotel and Restaurant Management//Business, Arts and Social Sciences	\$6,000.00	22 credit hours
Joseph Mamatz	Health Professions	\$3,000.00	11 credit hours
Kevin Olbrys	Philosophy & Religion//Humanities	\$3,000.00	11 credit hours
Lou Ethel Roliston [Dr.]	Composition, Literature and English Basic Skills//Humanities	\$6,400.00	23 credit hours
Kathleen Williams	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 Care//Health Professions	10 credit hours
Geralyn Collins-Eisler	Diagnostic Medical Sonography//Health Professions	10 credit hours
Melanie Walker	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
Eileen Fitzgerald	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
Joanne Piccininni	Paramedic Science//Health Professions	10 credit hours
Francis Schmidt	Visual and Performing Arts/Business, Arts and Social Sciences	11 credit hours
Mary Senor	Surgical Technology//Health Professions	10 credit hours
Lisa Picht	Veterinary Technology//Health Professions	10 credit hours
Tomer Zilkha	Hotel and Restaurant Management/Business, Arts and Social Sciences	11 credit hours
Steven Toth	Medical Office Assistant//Health Professions	11 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

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P1C - Appointment: Grant 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>
Joan Connelly	Supplemental Instruction STEM Coordinator Cerullo Learning Assistance Center/ Academic Affairs	\$50,000.00 (pro-rated)	05/08/19

P2A - Reappointment – Technical/Professional Assistants

Approval is hereby granted that the following individuals be reappointed to the positions indicated for the academic year, commencing July 1, 2019 through June 30, 2020 (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	Professional Assistant	Performing Arts/Business, Arts and Social Sciences
Julie Field	Professional Assistant	Enrollment Specialist/Admissions and International Programs/Student Affairs
John Findura	Professional Assistant	Writing Tutorial Supervisor/Cerullo Learning Assistance Center/Academic Affairs
Melissa Flores	Professional Assistant	Transfer Evaluator/Records and Registration/Student Affairs
Patricia Giannini	Professional Assistant	Enrollment Specialist/Admissions and International Programs/Student Affairs
Joshua Gordon	Technical Assistant I	Media Technology/Information Technology
Michele Kenyon	Technical Assistant I	Dental Hygiene/Health Professions
Mary Ann Kho	Technical Assistant I	Media Technology/Information Technology
Juan Leon	Technical Assistant II	Visual Arts/ Business, Arts and Social Sciences
Yumi Pak	Technical Assistant II	Library Services/Academic Affairs
Todd Garrett Planten	Technical Assistant II	Biology & Horticulture/Math, Science, and Technology
Madhvi Shah	Professional Assistant	Mathematics Tutorial Supervisor/Cerullo Learning Assistance Center/Academic Affairs
Richard Tran	Technical Assistant II	Biology & Horticulture / Math, Science, and Technology
Mine Ugurlu	Professional Assistant	Enrollment Specialist/Admissions and International Programs/Student Affairs
Sherry Wilson	Technical Assistant I	Hotel Restaurant Management/Business, Arts and Social Sciences

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That the following individuals be reappointed to the positions indicated for the academic year, commencing July 1, 2019 through June 30, 2021 (Two-year contract):

<u>Name</u>	<u>Title</u>	<u>Discipline/Division</u>
Samantha Ekizian	Professional Assistant	Records and Registration/Enrollment Services/ Student Affairs
Shawn Kane	Professional Assistant	Media Technology/Information Technology
Elaine Korinko	Professional Assistant	Athletics/Student Life and Conduct/Student Affairs
Catherine Malone	Professional Assistant	College/High School Partnerships/Academic Affairs
Marilyn Pongracz	Professional Assistant	Tutorial Supervisor/Cerullo Learning Assistance Center/Academic Affairs
Stuart Rosengarten	Professional Assistant	Media Technology/Information Technology
Patrick Simms	Professional Assistant	CITL/Academic Affairs

P2B – Reclassification/Reappointment – Technical/Professional Assistants

Approval is hereby granted to approve the reclassification of the following Technical Assistant to the position indicated, effective July 1, 2019 and reappointed for the period July 1, 2019 to June 30, 2020:

<u>Name</u>	<u>Discipline/Division</u>	<u>From</u>	<u>To</u>
Sherry Wilson	Hotel Restaurant Management/ Business, Arts and Social Sciences	Technical Assistant I	Professional Assistant

P3 - WHEREAS the Bergen Community College ("College") and the Bergen Community College Faculty Association ("BCCFA"), the Professional Staff Association ("BCCPSA"), the Administrators Association ("BCCAA") and the Support Staff Association ("BCCSSA") have reached an agreement for an Equity Compensation Fund approval by the board of trustees with member ratification.

P4 – Promotion: Faculty

Approval is hereby granted that the individuals listed below be promoted effective September 1, 2019 to the ranks indicated with salary adjustments in accordance with the Agreement between the Board of Trustees and the BCCFA.

<u>Full Professor</u>	<u>Discipline</u>	<u>Division</u>
James Bumgardner	Performing Arts	Business, Arts and Social Sciences
Robert Freud	ESL	Humanities
Kelly Keane	Writing and Literature	Humanities
Fred Marton (Dr.)	Physics	Math, Science and Technology
Francis Schmidt	Visual Arts	Business, Arts and Social Sciences
Sarah Shurts (Dr.)	History and Geography	Humanities

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<u>Associate Professor</u>	<u>Discipline</u>	<u>Division</u>
Brian Cordell	Writing and Literature	Humanities
Seamus Gibbons	Writing and Literature	Humanities
Tomira Rozar (Dr.)	Dental Hygiene	Health Professions
Carmen Cruz-Torres	Nursing	Health Professions
Emily Vandalovsky	Information Technology	Math, Science and Technology

P5A- Resignation – Confidential

Approval is hereby granted for the resignation of the following individuals:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Diana Davis	Human Resources Generalist/ Human Resources	04/16/19 (retroactive)
Jill Rivera	Associate Dean, Student Success and Completion/Student Affairs	05/01/19 (retroactive)

P5B - Resignation: Executive

Approval is hereby granted to accept the resignation of the following individual:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Waldon Hagan (Dr.)	Vice President, Student Affairs	03/21/19 (retroactive)

P5C – Resignation: Faculty

Approval is hereby granted to approve the resignation of the following individual:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Stacey Balkan (Dr.)	Assistant Professor, Composition and Literature/Humanities/Academic Affairs	05/07/19

P5D - Resignation – Support Staff

Approval is hereby granted for the resignation of the following individuals:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Danielle Mattina	Accounting Assistant/Accounts Payable/ Finance	04/18/19 (retroactive)
Gregory Kieffer	Custodian/Buildings and Grounds	04/15/19 (retroactive)
Daniel O'Connor	Public Safety Officer/Public Safety	04/03/19 (retroactive)
BrianTervo	Library Associate/Library Services/ Academic Affairs	04/17/19 (retroactive)

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P5E – Resignation: Grant Staff

Approval is hereby granted for the resignation of the following individual:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Kristen DeGraff	STEMatics Academic Counselor/Counseling Center/ Student Support Services/Academic Affairs	04/22/19 (retroactive)

P6A - Retirement: Faculty

Approval is hereby granted for the retirement of the following individuals:

<u>Name</u>	<u>Rank/Department/Division</u>	<u>Effective Date</u>
Suzaan Boettger	Professor/Visual Art/Business, Arts and Social Sciences/Academic Affairs	07/01/19
Ruth Feigenbaum [Dr.]	Professor/Mathematics/Math, Science and Technology/Academic Affairs	07/01/19
Marie Griffo	Associate Professor/Nursing/Health Professions/ Academic Affairs	07/01/19
Paul Griffo	Associate Professor/Physical Sciences/ Math, Science and Technology/Academic Affairs	07/01/19
Lisa Pavlik [Dr.]	Assistant Professor/Social Sciences/Business, Arts and Social Sciences/Academic Affairs	07/01/19
Sharon Zaucha	Associate Professor/Nursing/ Health Professions/Academic Affairs	07/01/19

P6B - Retirement: Faculty (Faculty Transition to Retirement Program)

Approval is hereby granted for the retirement of the following individual:

<u>Name</u>	<u>Rank/Department/Division</u>	<u>Effective Date</u>
Joan McManus	Professor/Nursing/Health Professions/ Academic Affairs	07/01/19

P6C - Retirement – Professional Staff

Approval is hereby granted for the retirement of the following individual:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Joseph Irvin	Scheduler and Facilities Planner	07/01/19

P6D - Retirement: Support Staff

Approval is hereby granted for the retirement of the following individuals:

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Carla Fleming	Senior Custodian/Buildings and Grounds	07/01/19
Anthony Gurreri	Senior Custodian/Buildings and Grounds	07/01/19
David Leonard	Senior Custodian/Buildings and Grounds	07/01/19

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P7 - Termination – Professional Staff

Approval is hereby granted for the termination of the following individual:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Corey Atkinson	Manager, Office of Testing Services/ Student Affairs	04/11/19 (retroactive)

P8 - Approve Interim Assignment and Stipend

Approval is hereby granted for the appointment of the following individual to the interim position and monthly stipend as indicated:

<u>Name</u>	<u>Position/Division</u>	<u>Monthly Amount</u>	<u>Effective Date</u>
Darlene Zales-Russamano	Interim Associate Dean of Nursing/ Health Professions/ Academic Affairs	\$500.00	03/18/19 (retroactive)

S/F1 – To reject bids received in response to Public Bid P-2281 for construction of an addition to the Paramus Road entrance sign.

Approval is hereby granted to reject bids received due to cost.

S/F2 - To authorize the award of Public Bid P-2293 for replacement windows in Ender Hall to D & E Window and Door, LLC.

Approval is hereby granted to award Public Bid P-2293 Ender Hall Window Replacement to D & E Window and Door, LLC, at a cost of \$310,600.00.

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 Blakeslee made a motion to adjourn the meeting, seconded by Trustee Barreto.
All trustees were in favor.

The board meeting adjourned at 6:18 p.m.

Thank you,
Trustee, Joseph A. Barreto
Secretary, Board of Trustees



New Jersey Community Colleges VISION 2028: A Bold Vision for the Future

In a rapidly changing world and global economy, New Jersey's community colleges are critical institutions of higher education and economic opportunity able to reach a significant proportion of the state's population and to offer high quality education that serves the needs of students, employers, and local communities. Created in the 1960s, New Jersey's 19 community colleges now enroll over 325,000 students at over 60 campuses throughout the state, making them the largest provider of higher education in the state.

Vision 2028

New Jersey's future and that of its residents depends on a **strong network of community colleges** uniquely able to assist individuals to obtain the skills and knowledge they will need to thrive in a rapidly changing, knowledge-based world. In fall 2018, the New Jersey Council of County Colleges, working with the state's 19 community colleges, launched the Vision 2028 effort to develop a bold vision for the future.

We obtained input from over 500 community college leaders and stakeholders through more than 20 meetings, a statewide Leadership Summit, and through online comments from more than 180 members of the community college community, including students, alumni, trustees, faculty, staff, and others. What follows summarizes all of the input from these discussions to determine how community colleges adapt in order to be the educational engines of our communities in the future.



Building on a Strong Foundation

New Jersey's strong network of **comprehensive, open door** community colleges respond fully to the educational, cultural, and community needs of their respective counties. New Jersey's comprehensive community colleges prepare students to enter four-year institutions, train them to assume skilled positions in New Jersey's workforce, and offer many other programs that enrich the quality of life for the state's residents. The community colleges offer a wide variety of associate degree programs including both transfer and occupational curricula, and certificate programs in various occupational fields, as well as noncredit courses that serve students' careers or general interests.

New Jersey's community colleges are a critical nexus in the state's education system. The colleges have strong partnerships with the **K-12 sector**, providing dual enrollment programs to nearly tens of thousands of students annually to ensure that students are prepared for post-secondary education and are on a pathway to further education.

The community colleges also have strong partnerships and articulation agreements with New Jersey's public and private **four-year colleges and universities**, playing a critical role in baccalaureate degree attainment for students in this state. According to the National Student Clearinghouse, 45% of all students who earned a bachelor's degree from a New Jersey college or university had previously completed courses at a community college. Students who complete their first two years at a New Jersey community college before transferring to a four-year school save \$21,000 in tuition – the most in the country. In short, community colleges are the centralized engine of higher education in New Jersey.

Community colleges play a critical role in meeting the **workforce needs of New Jersey's businesses**. Each college has a wide array of innovative collaborations with businesses and other partners that help companies upgrade the skills of their employees, provide training to unemployed and underemployed individuals, and address skills gaps across the state. The Council's statewide Community College Consortium for Workforce and Economic Development has trained over 207,000 employees at over 9,000 companies throughout New Jersey since its creation in 2003. The Consortium provides a strong platform for further collaboration among the colleges and in partnership with employers in the state's key industries.

The state's 19 community colleges function as a **network of institutions** working collaboratively through the New Jersey Council of County Colleges, a non-profit organization enshrined in state law that works to support and strengthen the state's community colleges. The Council provides a platform for further partnerships that strengthen each of the individual colleges. The Council's Center for Student Success has supported college efforts to increase the number of students who earn post-secondary degrees and credentials. Since implementing collaborative statewide student success initiatives in 2008, the number of community college graduates has increased from 15,925 to 23,577, a 48% increase.

New Jersey's community colleges play a significant role in increasing the number of individuals in New Jersey who have earned a **post-secondary industry-valued credential or degree** and can play a critical role in helping the state to meet the goal of 65% of the adult population having earned an industry-valued post-secondary credential or degree by 2025.

A Bold Vision for the Future

New Jersey's community colleges are poised to offer an ever-expansive vision of higher education that is **agile, collaborative, and innovative**, and that prepares individuals, at varying stages of their lives and careers, for success in an increasingly diverse and global economy. We are rooted in our local communities, responding to local needs of students and employers, while understanding that we live in an increasingly connected global community. We impact our students, counties, and our state, and enable each to compete and thrive in the nation and the world.

Continued and expanded state support for community colleges is critical to the ability of the colleges to achieve this bold vision for the future and to maintain quality and affordable post-secondary education.

With state support and collaboration, New Jersey's community colleges will work together in the years ahead, developing **new models of collaboration** and cooperation and **leading partnerships** with businesses, educational institutions, government, community and faith-based organizations, and other stakeholders in order to:

I. Increase access to a post-secondary education for more New Jerseyans

- ✓ **Partner with K-12** to improve college and career readiness, to provide essential student support interventions (financial aid literacy, career explorations, intentional advising), and to design robust, clear academic and technical pathways for all students;
- ✓ Serve **adults** by adopting comprehensive and fair prior learning assessment protocols to provide college credit for learning gained outside the college classroom, by establishing academic and technical pathways that serve in-demand sectors and occupations (that include stackable credentials), and by redesigning both curricula frameworks and support services to better promote retention and completion;
- ✓ Focus on partnering with a wide range of institutions to **close equity and achievement gaps** and regional disparities in post-secondary educational attainment;
- ✓ Work to reduce the **financial barriers** to a post-secondary education through the continued support of the Federal Pell Grant program, the broadening and deepening of Community College Opportunity Grants (New Jersey's free community college program), and through support for Tuition Aid Grants and the Equal Opportunity Fund; and
- ✓ Address both the out-migration of high school graduates and affordability by offering **applied baccalaureate degrees in response to local workforce needs** and credentials that support crucial, unmet labor market needs of the state's employers.

II. Support the success of students

- ✓ Strengthen **career advising services** for potential and current students through partnerships with high schools, employers, workforce development organizations, libraries, and community and faith-based organizations;
- ✓ Expand and strengthen **student supports**, including first-year initiatives, advising, and program maps that will support completion of credentials and degrees;
- ✓ Expand and strengthen the utilization of **open use digital textbooks** and other advances to reduce financial barriers for all students;
- ✓ Expand partnerships with government and community and faith-based organizations in order to expand the **social services** that are available to students to reduce food and housing insecurity, increase access to child care and health care, mental health services, and address transportation barriers; and
- ✓ Re-imagine a **transfer** culture so that all residents are offered accelerated, affordable, and agile pathways to public and private four-year in-state colleges and universities.

Equity

III. Ensure access to valuable and relevant learning

- ✓ Build on the unique strengths of community colleges by ensuring students have the opportunity to obtain critical-thinking and problem-solving skills, learn essential knowledge, and **prepare to be citizens of a democracy and participants in an increasingly diverse community**;
- ✓ Ensure that students have the opportunity to obtain the skills that will enable them to obtain a **family-supporting career**;
- ✓ Build partnerships with employers to assist them to **upgrade the skills of their current employees** through tuition-assistance programs;
- ✓ Continue and expand the role of community colleges in providing **life-long learning opportunities** for individuals at various stages of their lives and careers;
- ✓ Strengthen **work-based learning** opportunities for students, including internships, **apprenticeships**, and service-learning;
- ✓ Lead the development of **industry-focused collaboratives** that bring together community colleges, employers, and other education partners to identify industry needs, develop new credit-bearing credentials and pathways, **expand apprenticeship programs**, and provide outreach to employers and students in order to tackle urgent skilled worker shortages, and to support long-term economic development efforts;
- ✓ Integrate credit and non-credit programs by building new **credit / non-credit pathways** that allow students in workforce programs to transition to credit-bearing degree programs and allow credit students to earn industry-valued credentials;
- ✓ Expand **industry-valued credit-bearing credential programs**; and
- ✓ Further review the changing workforce needs of employers, the future of work, and innovations in higher education, and consider the implications of **competency-based education** for the delivery of higher education through community colleges, which would allow students to advance based on their abilities to master skills and competencies at their own pace.

IV. Serve as community engines

- ✓ Promote **innovative public-private partnerships**, opening the campuses to a broad range of stakeholders; and
- ✓ Imagine their own campuses not only as well documented engines of economic development – and an exceptional return on investment – but as **incubators of innovation**, as laboratories of entrepreneurial experiment, as communal maker spaces, as campuses that invent products, services, and businesses.

From Vision to Action

This vision for the future is just the beginning. In April 2019, New Jersey's community colleges will release a full Vision 2028 report based on this framework that will set a bold new direction for community colleges with a plan of action.

Throughout 2019, New Jersey's community colleges will implement the plan of action by expanding and deepening partnerships with a wide variety of stakeholders, including federal, state, and local governments, employers, high schools, four-year colleges and universities, community and faith-based organizations, and social services organizations to expand economic mobility and to ensure that New Jersey has the most innovative and productive workforce in the country.