

**BOARD OF TRUSTEES
BERGEN COMMUNITY COLLEGE
Minutes of the Tuesday, October 1, 2019
PUBLIC MEETING OF THE BOARD OF TRUSTEES**

The Public Meeting of the Board of Trustees of Bergen Community College was held on Tuesday, **October 1, 2019**, in conference rooms C504/C505 at Bergen Community College, Meadowlands Campus, 1280 Wall Street West, Lyndhurst, New Jersey. Acting Chair Gerard L. Carroll called the meeting to order at 5:02 p.m. and the following announcement was made:

"The notice requirements of the Open Public Meetings Act of the State of New Jersey have been satisfied by 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."

ROLL CALL

Present

Mr. Joseph A. Barreto
Ms. Dorothy Blakeslee
Mr. Gerard L. Carroll
Mr. Patrick Fletcher
Ms. Krista Flinn
Mr. Mark Longo
Ms. Irene Oujo
Dr. Sheetal Ranjan
Mr. Bryant Gomez, Alumni Trustee

Also Present

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

Regrets

Mr. Joseph Zarra

PLEDGE OF ALLEGIANCE

Vice Chair Carroll led those present in the Pledge of Allegiance.

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 September 18, 2019, and reviewed the financial position of the college and recommends resolutions A/F 1 to A/F 4.

PRESIDENT'S REPORT

Dr. Redmond highlighted upcoming events at Bergen Community College:

- October 2, 2019 –Latino Heritage Month
Opening ceremony will be held at 12:30 p.m. in the Ciccone Theatre.

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- October 3, 2019 – Naming of the Vet Tech Building
BCC Paramus Campus ~ 10:00 a.m.
Suzanne M. Helff Hall of Veterinary Technologies.
Immediately following the ceremony, refreshments will be served
- Disability Education Awareness Event
Cicccone Theatre
- October 10, 2019 – Fall Kick-Off Event.
The event will be held at Season's, 5:30 p.m.

President Redmond introduced new college administrative staff:

Dr. Anthony Ross, Interim, Vice President of Student Affairs.
Ms. Karolina Wolfe, Dean, Assessment, Accreditation and Compliance.
Mr. Wilton Thomas-Hooke, Managing Director of Finance
Ms. Gwendolyn N. Harewood, Director of Human Resources and Employee Relations

President Redmond introduced Dr. Agnew, Executive Vice President.
Dr. Agnew presented the Bergen Leadership Academy.
See presentation slides at the end of the minutes.

AUDIT AND FINANCE AND LEGAL AFFAIRS

Treasurer Blakeslee, Chair, Audit and Finance Committee recommended approval of Audit and Finance Resolutions A/F 1 to A/F 4.

BOARD OF SCHOOL ESTIMATE

No meeting scheduled with the Board of School Estimate.

EDUCATION AND STUDENT AFFAIRS

Secretary Barreto, Chair, Education and Student Affairs recommended approval of Education and Student Affairs Resolutions E/SA 1 to E/SA 6.

PERSONNEL

Trustee Fletcher, Chair, Personnel Committee informed the board members that the Personnel Committee met on three separate occasions and will be recommending P1 to P16. The other topics will be discussed in Executive Session.

SITE AND FACILITIES

Trustee Longo, Chair, Site and Facilities Committee informed the board members that Site and Facilities met on September 18, 2019. At this time, the committee is not recommending any resolutions. There are several projects moving forward in a timely fashion.

STRATEGIC PLANNING

Chair Oujo has arranged a Strategic Planning Committee meeting for October 10, 2019.

ALUMNI TRUSTEE

Mr. Gomez provided the following report:

- Attended Bergen's Student and Parent Orientation on Tuesday, August 20th. More than 500 plus parents and students attended the orientation. Bryant had the opportunity to welcome the students and address the benefits and opportunities that Bergen Community College offers towards their students and alumni. Interacted with students, who shared their excitement and positive remarks regarding the orientations. Overall, students and parents were engaged and the event was a success.
- In discussions with Student Government Association, Phi Theta Kappa Honor Society, and other clubs'/organizations' student leaders on their current initiatives and tasks.
- Will be attending the Fall 2019 SGA retreat.
- Will be attending the ACCT Leadership Congress from Wednesday, October 16th to Saturday, October 19th. Bryant will serve as a Student Ambassador and will be serving as a student trustee in the Student Trustee Advisory Committee.

VICE-CHAIRMAN'S REPORT

Acting Chair Carroll attended the following events:

September 12, 2019 – New Jersey Council County Colleges Workforce Alignment Seminar

September 18, 2019 – NJBiz 40 Under 40 Award to honor Dr. Agnew

September 23, 2019 – New Jersey Council of County Colleges Meeting

September 25, 2019 – Lunch at the Bergen Café

The announcement of the Scaling Apprenticeship Through Sector-Based Strategies Grant

UNFINISHED BUSINESS/BOARD MEMBERS

Trustee Ranjan, liaison to the New Jersey Council County Colleges attended the meeting with Acting Chair Carroll. The topic of discussion and presentation included the Anti-Poverty Alliance of the challenges that students encounter.

Trustee Ranjan has applied for an open trustee vacancy position to the Executive Council for the New Jersey Council County Colleges board and will be a candidate for a two-year partial position for the National Association of Community College Trustees for Regional Director.

Acting Chair Carroll requested a motion to close the Unfinished Business/Board Members. A motion was made by Trustee Longo and seconded by Trustee Oujo. All were in agreement.

NEW BUSINESS/BOARD MEMBERS

Acting Chair Carroll appointed the following trustees to the 2019 Nominating Committee:

Trustee Fletcher accepted the nomination as Chair of the Nominating Committee.

Trustee Oujo and Trustee Longo accepted the appointment to the Nominating Committee.

The Nominating Committee will provide a slate of officers at the November 6, 2019 board meeting at which time a vote will take place to approve these positions.

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OPEN TO THE PUBLIC

No one from the public gave comments at the meeting.
Acting Chair Carroll entertained a motion to close the public session.
A motion was made by Trustee Blakeslee and seconded by Trustee Longo. All were in agreement.

ADOPTION OF BOARD MINUTES

Acting Chair Carroll requested a motion to accept the following minutes:
Approval of the board minutes dated September 3, 2019.
A motion was made by Secretary Barreto and seconded by Trustee Fletcher.

Roll Call Vote to approve the September 3, 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 - Yes
Mr. Mark Longo - Yes
Ms. Irene Oujo - Yes
Dr. Sheetal Ranjan – Yes
Mr. Joseph Zarra – Absent
Mr. Bryant Gomez – Yes

Motion passed – 9 – Yes, 1 – Absent

APPROVAL OF THE CONSENT AGENDA

Vice Chair Carroll requested a motion to approve the Consent Agenda, dated October 1, 2019.

Audit and Finance - A/F 1 to A/F 4.
Education and Student Affairs – E/SA 1 to E/SA 6.
Personnel – P 1 to P 16.

A motion was made by Trustee Barreto and seconded by Trustee Flinn.

Roll Call Vote for approval of the consent agenda dated October 1, 2019.

Mr. Joseph A. Barreto - Yes
Ms. Dorothy Blakeslee - Yes
Mr. Gerard L. Carroll – Yes
Mr. Patrick J. Fletcher – Yes
Ms. Krista Flinn – Yes
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. Irene Oujo - Yes
Dr. Sheetal Ranjan – Yes
Mr. Joseph Zarra – Absent
Ms. Bryant Gomez - Yes

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Motion passed – 9 – Yes, 1 – Absent

At 6:10 p.m., an Executive Session was held.
Acting Chair Carroll requested a motion to enter into executive session.

On behalf of Acting Chair Carroll, "Pursuant to section 12b of the Open Public Meetings Act, N.J.S.A. 10:4-6 et seq., the following matters will be discussed by the Board in closed session they are:

Potential litigation and personnel matters. The discussion will become public when the need for confidentiality no longer exists."

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

All trustees were in favor.

A/F1 – Approval of Legal Vouchers – DeCotiis, FitzPatrick, Cole & Giblin, L.L.P.

Approval is hereby granted to approve the following invoice:

August 1, 2019 to August 31, 2019	DeCotiis, FitzPatrick, Cole & Giblin. LLP.	\$ 34,873.89.
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A/F2 – To renew CBORD software and hardware maintenance for the electronic door locks at all locations for the period of 11/1/19 – 10/31/20.

Approval is hereby granted to authorize the annual renewal of CBORD software and hardware maintenance on electronic door lock systems located at Pitkin, Lyndhurst, Scoskie Hall, Health Professions Building, Child Development Center (Ender Hall) and West Hall for a total of \$17,996.63.

A/F3 -To authorize the purchase of miscellaneous products from Apple through the Educational Services Commission of New Jersey Cooperative, until June 30, 2020.

Approval is hereby granted to spend an estimated \$100,000.00 with Apple for purchases of their products through the Educational Services Commission of New Jersey Cooperative Bid # ESCNJ 18/19-67.

A/F4 - To identify areas for development and process enhancements.

Approval is hereby granted to purchase a one-time agreement with Financial Aid Services to conduct an assessment to identify areas for development and process enhancements for the Office of Financial Aid in the amount of \$20,200. The assessment is comprised of an extensive research and discovery process, site visit, and in-depth report of observations, findings and recommendations for gaining efficiency and fostering innovation in the College's financial aid operations.

The college has a need to procure this service as a non-fair and open contract pursuant to the provisions of N.J.S.A 19:44A-20.4. Financial Aid Service. has submitted, a Political Contribution Disclosure Form and a Stockholder Disclosure Form in accordance with N.J.S.A 19:44A-20.26 and a Business Entity Disclosure Certification in accordance with N.J.S.A 19:44A-20.8, certifying that it has not made any reportable contributions to a political or candidate committee in the County of Bergen in the prior year, and that the contract will prohibit it from making any reportable contributions through the term of the contract. The Political Contribution Disclosure, the Stockholder Disclosure Certification, Business Entity Disclosure will be maintained on file at the College. This service is below the county college public bid threshold and is not required to be bid.

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E/SA1 - To authorize submission of a *College Readiness Now VI* grant proposal in the preliminary amount of \$79,708.00 to the NJ Council on Community Colleges, and to authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted for to authorize submission of a College Readiness Now VI grant proposal to the New Jersey Council of County Colleges (NJCCC).

E/SA2 - Authorize submission of a grant proposal to Walmart Foundation's "New and Emerging Solutions that Improve Access to Healthier Food" in the amount of \$350,000.00 and to authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted to authorize submission of a grant proposal to Walmart Foundation's "New and Emerging Solutions that Improve Access to Healthier Food" in the amount of \$350,000.00.

E/SA3 - Authorize submission of a proposal to the New Jersey State Recycling (REA) Fund administered by the Department of Environmental Protection in the amount of \$50,000.00 and to authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted to authorize Bergen Community College to submit a proposal to the REA Fund in the amount of \$50,000.00 to support Bergen's recycling and composting programs.

E/SA4 - Authorize renewal of an award agreement for evaluation consulting services to Educational Policy Institute for year 4 of the Hispanic Serving Institution (HSI) Title V Pathway Scholars Program grant awarded to the College by the U.S. Department of Education, Grant Award #P031S160134.

Approval is hereby granted for renewal of an award agreement to Educational Policy Institute for year 4 of the Title V Pathway Scholars Program grant project. The performance period of this award shall be from October 1, 2019 through September 30, 2020. The award amount is \$52,500.00.

E/SA5 - Authorize renewal of an award agreement for evaluation consulting services to Group i & i Consultancy, LLC for year 4 of the Hispanic Serving Institution (HSI) Science, Engineering, Mathematics and Technology (STEM) STEMatics grant awarded to the College by the U.S. Department of Education, Grant Award #P031C160154.

Approval is hereby granted renewal of an award agreement to Group i & i Consultancy, LLC for year 4 of the HSI STEMatics grant project. The performance period of this award shall be from October 1, 2019 through September 30, 2020. The award amount is \$99,000.00.

E/SA6 - To authorize the renewal of an award agreement for evaluation consulting services to Group i & i Consultancy, LLC for year 5 of the Transition Program for Students with Intellectual Disabilities (TPSID) grant awarded to the College by the U.S. Department of Education, Grant Award # P407A150069.

Approval is hereby granted for renewal of award agreement to Group i & i Consultancy, LLC for year 5 of the TPSID grant project. The performance period of this award shall be from October 1, 2019 through September 30, 2020. The award amount will not exceed \$43,800.00.

The College, as authorized by Board action in June 7, 2016, entered into an initial agreement with Group i & i to provide consulting and evaluation services in response to RFP 075 for the period ending September 30, 2016 with an option to renew. The agreement was renewed and extended to September 30, 2019. 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, 2020.

No College Funds are required.

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P1 – Appointment: Tenure Track Faculty

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

<u>Name</u>	<u>Rank/Discipline/Division</u>	<u>Salary</u>	<u>Effective Dates</u>
Mark Balzarette	Instructor/Manufacturing Technology/ Math, Science and Technology	\$ 66,243.00	09/01/19-06/30/20 (retroactive)

P2 - Appointment: Lecturers, Fall 2019 Semester

Approval is hereby granted for the appointment of the following individuals as Lecturers for the Fall 2019 semester at the salary indicated.

<u>Name</u>	<u>Discipline/Division</u>	<u>Salary</u>
Zameer Baksh	Accounting/Business, Arts and Social Sciences	\$ 21,420.00
Diana Constantino	Nursing/Health Professions	\$ 21,420.00
Maureen Imbrogno	Nursing/Health Professions	\$ 21,420.00
Christine Nemec	Wellness & Exercise Science/ Health Professions	\$ 21,420.00
Susan Toth	Communications-Journalism/Humanities	\$ 21,420.00

P3 - Appointment: Professional Staff

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

<u>Name</u>	<u>Position/Division</u>	<u>Salary</u>	<u>Effective Date</u>
Carmen Rodriguez	Testing Assistant/Office of Testing Services/Student Affairs	\$ 40,000.00 (pro-rated)	10/21/19

P4 - Appointment: Testing Coordinators

Approval is hereby granted for the individuals listed below to the position of Testing Coordinators at the stipends shown for the period September 1, 2019 – June 30, 2020:

<u>Name</u>	<u>Department/Discipline</u>	<u>Annual Stipend</u>
Leah Carmona	ALP Level One/English	\$1,000.00
Peter A. Helff	EBS/English	\$1,000.00
Olga Weston	ALP Level Two/English	\$1,000.00
Maria Kasparova	ALP Level Three/English	\$1,000.00
Susana Lansangan	ALP Foundations/English	\$1,000.00
Heidi Lieb	ALP Speech/English	\$ 500.00

P5 – 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 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>
William Kuiphoff	HVAC Mechanic A	\$65,000.00 (pro-rated)	07/01/19 (retroactive)

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P6 - Approve stipends for Nursing Clinical Faculty for Fall 2019 semester

Approval is hereby granted for the payment of stipends for the following individuals in the Nursing Clinical Faculty in the amounts indicated for the Fall 2019 semester.

<u>Name</u>	<u>Semester stipend amount</u>
<u>Full time</u>	
Joanne Diamantidis*	\$3,600.00
Margaret Hayes	\$2,400.00
Lillian Ostrander	\$2,400.00
Carrie Polnyj	\$2,400.00
Josephine Rodriguez*	\$3,600.00
Carmen Torres	\$2,400.00
Toni Tortorella-Genova	\$2,400.00
<u>Lecturers</u>	
Diana Constantino	\$2,400.00
Maureen Imbrogno*	\$2,400.00
Sharon Mancini	\$2,400.00
Lilleth Okossi	\$2,400.00
<u>Adjuncts</u>	
Barbara (Schweiger) Albanese*	\$2,400.00
Rhonda (Joseph) Boggi**	\$1,200.00
Nicole Cofini	\$2,400.00
Eun Choi**	\$1,200.00
Marie Dezart	\$2,400.00
Peggy Enslin**	\$1,200.00
Giuseppina Finnerty	\$2,400.00
Christopher Garcia	\$2,400.00
Rayda Garcia**	\$1,200.00
Natay Grajales**	\$1,200.00
Jim Keogh	\$2,400.00
Tenzin Lama-Tamang	\$2,400.00
Michael Lang	\$2,400.00
Easter Grace Mana-ay Rio**	\$1,200.00
Teresa Meyer	\$2,400.00
Joan McManus	\$2,400.00
Michelle Morales	\$2,400.00
Desiree Morgan**	\$1,200.00
Suzanne Mullings**	\$1,200.00
Tom Negri**	\$1,200.00
Rolinda Nwonkoko**	\$1,200.00
Pam Pascarelli**	\$1,200.00
Kristina Rioux**	\$1,200.00
Athena Serrano Torres**	\$1,200.00
Mary Santorelli**	\$1,200.00
Tara Spruill	\$2,400.00
Elizabeth Vaccarino	\$2,400.00

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- * for additional ½ semester clinical
- ** for ½ semester clinical only
- ***for additional full semester clinical

P7 - Rescind Appointment: Academic Chair/Program Coordinator/Faculty

Approval is hereby granted to rescind the appointment of the following individuals:

<u>Name</u>	<u>Position</u>	<u>Discipline/Division</u>	<u>Effective Date</u>
Emily Vandalovsky*	Academic Department Chair	Computer Science, Information & Engineering Technology// Mathematics, Science and Technology	06/30/19 (retroactive)
Tomer Zilkha**	Program Coordinator	Hotel and Restaurant Management/ Business, Arts and Social Sciences	09/13/19 (retroactive)

P8 - Appointment: Academic Chair/Faculty

Approval is hereby granted to appoint the individual listed below to the position of Academic Chair at the stipend and release time shown for the period September 11, 2019 – June 30, 2020.

		<u>Annual</u>	<u>Stipend</u>	<u>Release Time</u>
<u>ACADEMIC CHAIR</u>				
<u>Name</u>	<u>Departments//Division</u>			
Matthew King	Computer Science, Information & Engineering Technology//Mathematics, Science and Technology		\$3,000.00	8 credit hours*

*Release Time has been pro-rated to reflect the period of September 11, 2019 – June 30, 2020.

P9 - Approve: Leave of Absence/Support Staff

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

<u>Name</u>	<u>Position/Division</u>	<u>Effective Dates</u>
Alfred Savastano	Custodian/Buildings & Grounds	09/13/19 (retroactive)

P10 - Approve: Return from Leave of Absence/Professional Staff

Approval is hereby granted for the return from 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>Salary</u>	<u>Effective Date</u>
Hilda Buitriago	New Student Enrollment Specialist/ Enrollment Services/Student Affairs	\$42,840.00 (pro-rated)	09/09/19 (retroactive)

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P11 - Retirement: Faculty

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

<u>Name</u>	<u>Position/Rank/Department/Division</u>	<u>Effective Date</u>
Margaret McLaughlin	Associate Professor/Career & Transfer Services/Counseling/Student Affairs	11/01/19

P12 - Retirement: Support Staff

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

<u>Name</u>	<u>Position/Department/Division</u>	<u>Effective Date</u>
Gloria Fyfe	Sr. Buyer/Purchasing and Services	11/01/19
Joseph Marciano	Sr. Custodian/Buildings & Grounds	01/01/20

P13 – Approve Position/Title and job description in the Professional Staff bargaining unit.

Approval is hereby granted for the following position and title:

- Business Systems Analyst (Professional Staff).

P14 - Resignation: Grant Staff

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

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Joan Connelly	Supplemental Instruction STEM Coordinator Cerullo Learning Assistance Center/Academic Affairs	10/04/19

P15 - Approve Revised Job Description

Approval is hereby granted for the revised job description for the Managing Director, Public Safety.

P16 - Appointment: Program Coordinator/Faculty

Approval is hereby granted for the individual listed below to the position of Program Coordinator at the stipend shown for the period September 16, 2019 – June 30, 2020.

<u>Name</u>	<u>Department/Division</u>	<u>Annual Release Time*</u>
Ronda Drakeford	Hotel and Restaurant Management/ Business, Arts and Social Sciences	8.5 credit hours

*Release time has been pro-rated to reflect the period of September 16, 2019 through June 30, 2020.

ADJOURNMENT

As no further business was brought before the Board of Trustees, Acting Chair Carroll asked for a motion to adjourn the board meeting.

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

The board meeting adjourned at 6:39 p.m.

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



Bergen Leadership Academy

BRIAN D. AGNEW, PH.D.

EXECUTIVE VICE PRESIDENT

BERGEN COMMUNITY COLLEGE

OCTOBER 1, 2019

Vision:
Bergen Leadership Academy

Today's most successful higher education leaders appreciate the culture of their institution, are student centric, able to adapt to a changing environment and help move the College forward in a manner that inspires those around them to "Dream Big."

Structure: Bergen Leadership Academy

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2019 BLA Calendar	
October 4, 2019 - Kick-Off Luncheon	February 28, 2019 - Institutional Effectiveness
October 25, 2019 - Enrollment Management & Student Affairs	March 27, 2019 - Diversity & Inclusion
November 22, 2019 - Finance	April 24, 2019 - Development & Fundraising
December 6, 2019 - Human Resources & Legal Affairs	May 15, 2019 - Communication, Public Speaking, Owning Your Brand
January 24, 2019 - Academic Affairs	June 19 - Program Commencement Ceremony

BLA Fellows Selection Criteria

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Bergen Leadership Academy Fellows demonstrate:

- ▶ Potential for leadership growth
- ▶ Passion for industry of Higher Education
- ▶ Openness and willingness to learn
- ▶ Evidence of institutional engagement

BLA Fellow Selection Process

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- ▶ Participants can self-nominate or be recommended via electronic application disseminated to the campus community.
- ▶ A 5 member selection committee identified 12 finalists.
- ▶ First class is limited to applicants who are: Deans, Department Chairs, Program and Project Directors, Managers, Supervisors.

BLA Fellow Expectations

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Bergen Leadership Academy requires a high level of commitment and dedication from each selected participant.

All Fellows are expected to:

- ▶ Prepare for and attend all sessions
- ▶ Develop a project proposal and present it during the final session
- ▶ Participate in common reads throughout the year
- ▶ Attend a local higher education conference related to Community Colleges
- ▶ Maintain appropriate confidentiality

On the Horizon

- ▶ Rollout of SMART Goals “Re-Imagine Bergen”
- ▶ Institutional Operational Management Framework
- ▶ Establish Key Performance Indicators and Corresponding Dashboards
- ▶ Implement a Human Resource Information System (HRIS)
- ▶ Develop a Multi-Year Budget Planning and Management Process
- ▶ Identify Additional Revenue Opportunities at Off-Campus Sites
- ▶ Reenvision Professional Development Opportunities (Year-Round)

Upcoming Professional Development

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- ▶ Exploring the G-Suite September 26th - 2 Sessions
 - ▶ Delivered by Tim Burger
- ▶ Delivering Superior Customer Service
 - ▶ October 24th
- ▶ Budget and Finance - November 14th - 2 Sessions
 - ▶ Delivered by Wilton Thomas-Hooke