

**BOARD OF TRUSTEES
BERGEN COMMUNITY COLLEGE
Minutes of the Tuesday, October 2, 2018
PUBLIC MEETING OF THE BOARD OF TRUSTEES**

The Public Meeting of the Board of Trustees of Bergen Community College was held on Tuesday, **October 2, 2018**, in conference rooms 504/505 at Bergen Community College, 1280 Wall Street, West Lyndhurst, 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. Patrick J. Fletcher
Mr. Mark Longo
Ms. Carol Otis
Dr. Sheetal Ranjan

Also Present

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

Regrets

Mr. James Demetrakis
Ms. Irene Oujo
Ms. Sibora Peca, Alumni Trustee
Mr. Joseph Zarra

PLEDGE OF ALLEGIANCE

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

VICE-CHAIRMAN'S REPORT

Vice-Chairman Carroll attended the celebratory dinner of the students in the Hotel Restaurant Management Program, who participated in the study abroad program to Italy. The students prepared a dinner to share with great pride of the flavors of the regions where they interned.

SECRETARY

Secretary Barreto attended the celebratory dinner and enjoyed the wonderful variety of foods that were prepared by the students. Trustee Barreto recommended approval of the board minutes dated September 4, 2018.

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

Treasurer Dorothy Blakeslee informed the board members that the Audit and Finance Committee met on September 13, 2018, and reviewed the financial position of the college and recommends resolutions A/F1 to A/F7.

PRESIDENT’S REPORT

Dr. Redmond reported on the following topics:

The tenth anniversary of the Meadowlands Campus was noted. Dean Linda Emr was recognized for her success at the Meadowlands Campus.

On Tuesday, September 15, 2018, the County Administration recognized the following two individuals for the 2018 Hispanic Heritage Month Honorees:

Trustee Joseph A. Barreto, who received a Community Service Award and Professor Carmen Cruz-Torres, faculty member in the Nursing Department. She was honored for her contributions in medical education.

Bergen Community College is being honored on October 12, 2018 by Project Literacy and the Volunteer Center of Bergen County on November 8th, 2018.

Bergen Community College was one of the colleges selected to receive approximately \$20 Million in funds to support the Community College Opportunity Grant program, the state's free community college initiative that will provide last dollar awards to New Jersey community college students with adjusted gross income under \$45,000. As part of the award, \$250,000 planning grant will enable Bergen to build capacity for implementing the “last dollar” pilot.

President Redmond introduced Dr. Tonia McKoy, Managing Director, Institutional Research Center for Institutional Effectiveness who presented the results of a Graduate Follow-Up Survey and introduced Mr. William Corcoran, Vice-President, Facilities Planning, Operations and Public Safety who presented the Annual Security Report. Copies of slide presentations can be found at the end of the minutes.

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 7.

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 thru E/SA 14.

PERSONNEL

Trustee Fletcher a member of the Personnel Committee, recommended resolutions P1 thru P14 for board approval.

SITE AND FACILITIES

Trustee Blakeslee a member of the Site and Facilities Committee, recommends resolution S/F 1 for board approval.

STRATEGIC PLANNING AND ISSUES

Vice-Chairman Carroll, a member of the Strategic Planning Committee met and reviewed the goals of the college. Mr. Spaide, Chief Information Officer, gave an overview of business process analysis.

Alumni Trustee

Alumni Trustee was unable to attend the board meeting.

CHAIRPERSON'S COMMENTS

Chairperson Otis appointed the trustees to the following Nominating Committee:

Trustee James Demetrakis, Chairman, Nominating Committee
Trustee Mark Longo
Trustee Irene Oujo

The Nominating Committee will provide a slate of officers at the November 7th, 2018 board meeting, at which time a vote will take place to approve these positions.

On Monday, September 17, 2018, Chairperson Otis, President Redmond and Trustee Ranjan attended the New Jersey Council of County Colleges (NJCCC). At this meeting, Dr. Aaron Fichtner, President, NJCCC, distributed a draft of the Framework for the Future Strategic Planning document.

Trustee Ranjan reported that legislation to standardize credit requirement for baccalaureate and associate degrees was signed into law by Governor Murphy. The law requires 120 credits for a baccalaureate degree and no more than 60 credits will be required for an associate's degree for students enrolled in the fall 2019 semester.

Chairperson Otis thanked the team in their successful efforts in working on the Community College Opportunity Grant. The team will be invited to the November board meeting to personally thank them for their efforts.

UNFINISHED BUSINESS/BOARD MEMBERS

No unfinished business.

NEW BUSINESS/OPEN TO THE PUBLIC

No new business was reported.

OPEN TO THE PUBLIC

Chairperson Otis requested a motion to open to the public. A motion was made by Trustee Fletcher and seconded by Trustee Blakeslee.

No one from the public spoke at the meeting.

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Chairperson Otis requested a motion to close the public portion of the meeting. A motion was made by Trustee Blakeslee and seconded by Trustee Longo.

All were in favor.

ADOPTION OF MINUTES

Secretary Barreto recommended approval of the September 4, 2018 board meeting minutes. Chairperson requested a motion for approval of the minutes. A motion was made by Trustee Longo, seconded by Trustee Blakeslee.

Roll Call Vote for approval of the September 4, 2018 board minutes.

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 - Absent
Dr. Sheetal Ranjan – Yes
Mr. Joseph Zarra – Absent
Ms. Sibora Peca - Absent

Motion passed – 7 – Yes, 4 – Absent.

Chairperson Carol Otis stated, “The minutes have been approved and motion passed.”

APPROVAL OF THE CONSENT AGENDA

Chairperson Otis requested a motion to approve the Consent Agenda, dated October 2, 2018.

Audit and Finance - A/F 1 to A/F 7
Education and Student Affairs - E/SA 1 to E/SA 14
Personnel – P 1 thru P 14
Site and Facilities – S/F 1

A motion was made by Trustee Fletcher and seconded by Trustee Carroll.

Roll Call Vote for approval of the Consent Agenda – October 2, 2018.

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

***Trustee Sheetal Ranjan abstained from voting on Resolution E/SA13
Authorize submission of an application for a Musical Explorers Series grant in the amount of
\$4,000.00 from the Bergen County Department of Parks Division of Historic and Cultural
Affairs 2019 Bergen County Arts Grant Program, and to authorize President Michael D.
Redmond, or his designee, to execute required documents.***

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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 - Absent
Dr. Sheetal Ranjan – Yes
Mr. Joseph Zarra – Absent
Ms. Sibora Peca - Absent

Motion passed – 7 – Yes, 4 – Absent.

Chairperson Carol Otis stated, “The consent agenda has been approved.”

The board assistant read the following statement, “On behalf of Chairperson Otis, 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 this evening”

1. Contract negotiations
2. Potential litigation
3. A matter that would impair the right to receive federal funds

The discussion will become public when the need for confidentiality no longer exists.”

Chairperson Otis, “May I have a motion to go into executive session.”

A motion was made by Trustee Longo and seconded by Trustee Barreto.
All were in favor.
Executive session began at 5:45 p.m.

At 6:30 p.m., Chairperson Otis, “May I have a motion to return to open session.”

A motion was made by Trustee Barreto and seconded by Trustee Longo.
All were in favor.

Treasurer Blakeslee made a motion to add the following two Institutional Resolutions to the Consent Agenda and seconded by Trustee Fletcher.

All were in favor.

Ms. Judy Verrone, Esq., Legal Counsel read the following two resolutions for the Consent Agenda:

INSTITUTIONAL (I) – RESOLUTIONS:

1. Authorizing a professional services agreement with Cooley LLP, whose address is 1299 Pennsylvania Avenue NW, Suite 700, Washington, DC 20004 (“Cooley Law Firm”) in an amount not to exceed \$17,500.
2. Approving a settlement agreement with the Marine Shale Processors Site PRP Group (the “PRP Group”), concerning hazardous waste that was allegedly disposed at a facility located at 9828 Louisiana Highway, 182 East, St. Mary Parish, Louisiana (the “Site”), which waste was generated as a result of the Bergen County Utilities Authority’s (BCUA) County Household Hazardous Waste Program, for which the College is an authorized drop-off site. Accordingly, the BCUA has agreed to pay the requested settlement amount up to \$80,587.50 in return for which the College and the BCUA shall be released from further liability.

Treasurer Dorothy Blakeslee made a motion to approve Institutional 1 - Authorizing a professional services agreement with Cooley LLP, whose address is 1299 Pennsylvania Avenue NW, Suite 700, Washington, DC 20004 (“Cooley Law Firm”) in an amount not to exceed \$17,500.

The motion was seconded by Trustee Fletcher.

Roll Call Vote for Institutional 1:

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 - Absent
Dr. Sheetal Ranjan – Abstain
Mr. Joseph Zarra – Absent
Ms. Sibora Peca - Absent

Motion passed – 6 – Yes, 1- Abstention and 4 – Absent.

Trustee Patrick Fletcher made a motion to approve resolution Institutional 2:
Approving settlement agreement with the Marine Shale Processors Site PRP Group (the “PRP Group”), concerning hazardous waste that was allegedly disposed at a facility located at 9828 Louisiana Highway, 182 East, St. Mary Parish, Louisiana (the “Site”), which waste was generated as a result of the Bergen County Utilities Authority’s (BCUA) County Household Hazardous Waste Program, for which the College is an authorized drop-off site. Accordingly, the BCUA has agreed to pay the requested settlement amount up to \$80,587.50 in return for which the College and the BCUA shall be released from further liability.

This motion was seconded by Trustee Blakeslee.

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A/F7 - To authorize payment to FAS for financial aid consulting services needed to assist the college with its response to a Federal Program Review.

Approval is hereby granted to spend an amount not to exceed \$30,000.00 for consulting services with FAS. The cost for services is \$125.00/hour, plus travel and other miscellaneous expenses.

Approval is hereby granted by the board of trustees for the following Education and Student Affairs Resolutions:

E/SA 1- Authorize acceptance of a grant award (# P031C160154) for the Hispanic Serving Institution (HSI) Science, Engineering, Mathematics, and Technology (STEM) *STEMatics* grant project from the US Department of Education in the amount of \$1,129,882.00 for year 3 of a 5 year project, and authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted for acceptance of HSI *STEMatics* Grant award for year 3 of 5 in the amount of \$1,129,882.00. This second HSI STEM project, "STEMatics," is building on the substantial success of the first *STEM Graduation Pathway to Success* project initiative. The purpose is to further strengthen STEM student enrollment, retention, graduation, and transfer rates. The total award for the five-year grant period from October 1, 2016 through September 30, 2021 is \$5,332,054.00.

E/SA2 - Authorize participation in a partnership with The National CyberWatch Center (NCC) to submit a model cyber-apprenticeships grant proposal to the US Department of Labor Employment and Training Administration (DOL ETA), and to authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted for participation in a partnership with the NCC to submit a proposal to the US DOL ETA. Bergen will collaborate with community colleges across the country in support of NCC's "Skill Up to Scale Up" program that addresses a constraint to increasing cybersecurity apprenticeships. Lacking existing staff trained in cybersecurity, some corporations are unaware of vulnerabilities in their systems until an attack discloses them. Lack of awareness stems from the same deficiency in capability that constrains their capacity to recruit and develop talent. Further, a lack of mature cybersecurity capabilities in the current workforce has led others to seek to hire fully mature recruits to lead their cybersecurity programs. This is the essence of the "skills gap" crisis in cybersecurity. Too many companies are seeking the "silver bullet" senior expert in extremely short supply as a stop-gap measure rather than viewing the problem holistically as one of improving "system safety" through raising overall capability maturity. Simply put, the lack of adequate numbers of capable supervisors who can mentor the apprentices is constraining the scale of apprenticeship programs. The proposed project intends to remedy this situation.

Cost sharing or matching funds amounting to 35% of the federal share are required. It is expected that cash or in-kind contributions will be provided by industry partners in the form of apprentices' salaries and by colleges through a combination of facility and administrative costs.

E/SA3 - Authorize Bergen Community College to serve as lead agency for a New Jersey Health Professions Consortium submission of a health occupation apprenticeship grant in an amount not to exceed \$12,000,000.00 to the US Department of Labor Employment and Training Administration (DOL ETA), and to authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted for Bergen Community College to serve as lead agency for a New Jersey Health Professions Consortium submission of a health occupation apprenticeship grant to the US DOL ETA. Bergen will collaborate with sixteen NJ community colleges to develop and scale-up ten apprenticeable health occupations that are currently approved by US DOL. An additional new apprenticeship for Patient Care Technician is also expected to be developed through this grant.

Illustrating this proposed initiative is a developing collaboration with the Regional office of CVS Health to establish an apprenticeship for Pharmacy Technicians. The apprenticeship would involve a combination of classroom instruction by our faculty, on-the-job work experiences, and remote learning through CVS's LearnNet. The apprentice will complete a period of structured and supervised work activities, designed in collaboration with CVS, and will successfully complete defined educational objectives. The successful apprentice will have a valuable opportunity to learn and earn on the job and also secure National Certification from the Pharmacy Technician Certification Board as well as Apprenticeship Completion designation by the US Department of Labor.

Cost sharing or matching funds amounting to 35% of the federal share are required. It is expected that cash or in-kind contributions will be provided by industry partners in the form of apprentices' salaries and by colleges through a combination of facility and administrative costs.

E/SA4 - Authorize participation in a state-wide partnership with lead agency County College of Morris to submit an Advanced Manufacturing Scaling Apprenticeships grant proposal to the US Department of Labor Employment and Training Administration, and to authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted for participation in a partnership with County College of Morris serving as Lead Agency developing an Advanced Manufacturing proposal for submission to the US Department of Labor Employment and Training Administration. Bergen will collaborate with Morris and other New Jersey community colleges to support sector-based approaches to expanding efforts to develop and implement apprenticeships on a national scale in the Advanced Manufacturing industry sector. The proposed partnership will work to achieve three key goals over a four-year project period:

- (1) to accelerate the expansion of apprenticeships to Advanced Manufacturing industry sectors reliant on H-1B visas,
- (2) to promote the large-scale expansion of Advanced Manufacturing apprenticeships across the nation, and
- (3) to increase Advanced Manufacturing apprenticeship opportunities for all Americans.

Cost sharing or matching funds amounting to 35% of the federal share are required. It is expected that this amount, in the form of cash or in-kind contributions will be provided by participating industry partners in the form of apprentices' salaries and by colleges through a combination of facility and administrative costs.

E/SA5 - Authorize submission of a grant proposal to the National Science Foundation's Advanced Technological Education program to support the education of technicians in the high-technology field of cybersecurity in the amount of \$300,000.00, and to authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted for the need for a highly-trained cybersecurity workforce is demonstrated by its national 28% job growth projection with over 300,000 jobs currently open. There is substantial need for cybersecurity professionals in New Jersey and the tri-state region. In the state of New Jersey alone there are currently over 10,000 available job openings; in the tri-state area of NY-NJ-PA there are nearly 20,000 available job openings. Continued cybersecurity threats are likely to increase awareness of vulnerability, resulting in even more unfilled job openings across the state, region, and nationwide.

To meet this need, the Computer Science, Engineering and Information Technology (CSEIT) Department at BCC will design an Academic Certificate (CERT) program in Cybersecurity. This program will utilize a multi-faceted approach to addressing critical issues and attain the following goals: (1) train a workforce to assist with the growing demand for cybersecurity professionals, (2) build partnerships with the larger Bergen County community to share cybersecurity education outreach opportunities, (3) establish a support system at Bergen's Tutoring center for obtaining professional certifications, and (4) provide professional development for existing and new CSEIT faculty.

E/SA6 - To authorize submission of an amended Perkins FY 2019 spending plan in the amount of \$598,502.00 to 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 for submission of an amended Perkins FY19 spending plan in the amount of \$598,502.00. The State of New Jersey Department of Education has allocated FY19 Perkins Funding to Bergen Community College in the amount of \$598,502.00. The NJ DOE requires Board Approval to submit an amended application (Phase 2) totaling the allocated amount. Board of Trustees approval was granted at the July 10, 2018 meeting to submit Phase 1 of the FY19 Perkins application with a preliminary allocation of \$556,329.

Perkins planning committee priorities for FY 2019 Career and Technical Education (CTE) were determined on the basis of feedback from CTE program advisory committees, departmental need assessments, and program performance outcome measures. Specific FY 2019 CTE program support requests include:

- Conference, seminar, workshop attendance and travel as well as on-site professional development and training especially in: nontraditional student recruitment, enrollment, retention, and completion for CTE program faculty, staff and students.
- Portable Cardiac Monitor/Defibrillator/Pacer & EKG Machine; Simulated Bleeding Control Limb; Digital Dental Sensors and; Ventilator for Health Professions Programs
- Guitars; Graphics Tablets; Virtual Reality Headsets for the Music and Graphic Arts Programs
- Specialty Sewing Machines and Laser Cutter for the Fashion Design Program
- Ovens, Reach-in Refrigerators, Freezers, Ice Cream Machine, Proofing Cabinet, Coffee Roaster for Hotel Restaurant Management Program
- Additional equipment, supply, and resource options are also expected to be included.

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E/SA7 - To authorize renewal of award agreement for evaluation consulting services to Group i & i Consultancy, LLC for year 4 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 4 of the TPSID grant project. The performance period of this award shall be from October 1, 2018 through September 30, 2019. The award amount is \$36,500.00.

The College, as authorized by Board action in June, 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, 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, 2019.

E/SA8 - Authorize renewal of award agreement for consulting and evaluation services to Educational Policy Institute for year three 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 award agreement to Educational Policy Institute for year 3 of the Title V Pathway Scholars Program grant project provided continuation of funding by the U.S. Department of Education. The performance period of this award shall be from October 1, 2018 through September 30, 2019. The award amount is \$52,500.00.

The College, as authorized by Board action on February 7, 2017, entered into an initial agreement with Educational Policy Institute to provide consulting and evaluation services in response to RFP R-078 for the period ending September 30, 2017 with an option for renewal. The agreement was renewed and extended to 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, 2019.

E/SA9 - To authorize renewal of award agreement for evaluation consulting services to Group i & i Consultancy, LLC for year 3 of the Hispanic Serving Institution (HSI) Science, Engineering, Mathematics and Technology (STEM) STEMatics grant project awarded to the College by the U.S. Department of Education, Grant Award #P031C160154.

Approval is hereby granted that The College, as authorized by Board action on February 7, 2017, entered into an initial agreement with Group i & i to provide consulting and evaluation services in response to RFP 077 for the period ending 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, 2019.

E/SA10 - Approve a plan for an Early Career Program for North Arlington High School to be offered at Bergen Community College at the Meadowlands.

Approval is hereby granted for the attached Memorandum of Understanding between Bergen Community College and North Arlington High School.

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E/SA11 - Authorize acceptance of a grant award (P031S160134) for the Hispanic Serving Institution Title V Pathways Scholars Program from the U.S. Department of Education in the amount of \$524,115.00 for year three of a five-year project, and authorize President Michael D. Redmond, or his designee, to execute required documents.

Approval is hereby granted for Year 3 of this second Title V project campaign builds on the substantial success of the first 1,2,3 Connect Title V initiative as well as the success of Years 1 and 2 of this Title V Phase II. The campaign further strengthens the institution's capacity to provide support services for students as they embark on their academic careers at Bergen. The total award for the five-year grant period from October 1, 2016 through September 30, 2021 is \$2,509,973.00. A total of \$524,511.00 is allocated for Federal FY 2019.

E/SA12 - Authorize the purchase of an online Professional Development Certification Program for faculty working with Title V Grant students from The Association of College and University Educators (ACUE) at a cost of \$75,000 per year for each of three years, and authorize President Michael D. Redmond, or his designee, to execute required documents.

Authorize purchase of the ACUE professional development program supporting 65 faculty members for each of 3 years, for a total cost of \$225,000.00. One of the enhancements included in the Title V Pathway Scholars Program are learning forums for Pathway Faculty. The Title V Faculty Core Team presented a series of hour-long workshops on topics such as Student Engagement Techniques and Syllabus Redesign, among others. Due to the large number of adjunct faculty working on the Title V Grant, many have not been able to attend more than the two-day Success Summit. The ACUE program provides a way to enhance our professional development in an online format so that every instructor has the opportunity to learn 21st-century teaching methods that can dramatically enhance student success at their own pace. ACUE has designed a series of 25 hour-long courses that review high-quality, high-impact teaching techniques which are then integrated into the faculty member's course. The ACUE courses include: Foundations of Effective Instruction; Online Teaching Essentials; Career Readiness and 21st-Century Skills; and more. ACUE has demonstrated strong outcomes, with 93% of students giving ACUE-credentialed faculty stronger evaluations than non-credentialed faculty.

Approval is hereby granted by the board of trustees for the following Personnel Resolutions:

P1A - Approve appointment of Michael D. Redmond, Ph.D. as President of Bergen Community College.

Approval is hereby granted to approve and ratify a one-year contract to Dr. Michael D. Redmond to serve as President of Bergen Community College.

P2 - Retirement: Project Personnel – Grants

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

Name	Position/Department/Division	Effective Date
Marilyn Simpson	Sr. Manager of Grants/Grants Administration	11/01/18

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P3 - Appointment: Senior Manager of Grants/Compliance Officer (Grants)

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

Name	Position/Division	Salary	Effective Dates
Laura Frazer	Senior Manager of Grants/ Compliance Officer// Grants Administration	\$75,000.00 (pro-rated)	11/01/2018 – 06/30/19

P4 – Appointment – Grant (Title V)

Approval is hereby granted for the appointment of the following individual to the position and salary listed below:

<u>Name</u>	<u>Position</u>	<u>Annual Salary</u>	<u>Effective Date</u>
Gregory Maniago	Title V Tutorial Supervisor/ Cerullo Learning Assistance Center/Academic Affairs	\$40,000.000 (pro-rated)	08/08/19-09/30/19

P5 - Reappointment: Project Personnel – Grants

Approval is hereby granted that the grant personnel listed below be reappointed to the positions indicated for the period commencing October 1, 2018 through June 30, 2019:

<u>Name</u>	<u>Position</u>
Barbara Abolafia	Summer Explorations Coordinator/Title V
Linda Araya	Supplemental Instruction (SI) Coordinator/STEM HSI/Cerullo Learning Assistance Center
Luis DeAbreu	STEMatics Grant Program Director/STEM HSI
Kristen DeGraff	STEMatics Academic Counselor/STEMatics
Randy Dodd	Mentoring Coordinator/TPSID 2
Lauren Fowler	Professional Success Coach/Title V
Randi Greene	STEMatics Financial Literacy Specialist/Buyer/Grants/STEMatics/Grants Administration
Erica James	Professional Success Coach/Title V
Laura Madera	Peer Mentor Coordinator/Title V
Alan Manzueta	Professional Success Coach/Title V
Erin Meccia	Success Coach/TPSIDII
Christina Sgambellone	STEMatics Academic Counselor/STEMatics
Majeda Sultana	STEMatics Academic Counselor/STEMatics

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P6 - Appointment: Lecturers, Fall 2018 Semester

Approval is hereby granted for the appointment of the following individuals as Lecturers for the Fall 2018 semester at the salary indicated.

<u>Name</u>	<u>Discipline/Division</u>	<u>Salary</u>
Jacqueline Dartley	Biology/Mathematics, Science & Technology	\$ 21,000.00
Emel Demirel	Mathematics/Mathematics, Science & Technology	\$ 21,000.00
Amy Diaz	Radiation Therapy/Health Professions	\$ 21,000.00
Sam Kadko	Hotel & Restaurant Management/Business, Arts & Social Sciences	\$ 20,000.00

P7 - Appointment: Program Coordinator/Director

To appoint the individual listed below to the position of Program Coordinator/Director at the stipend shown for the period September 4, 2018 – January 11, 2019.

<u>Name</u>	<u>Department/Division</u>	<u>Annual Release Time*</u>
Amy Diaz	Radiation Therapy Technology/ Health Professions	4 credit hours

*Release time has been pro-rated to reflect the period of September 4, 2018 through January 11, 2019.

P8 - Resignation: Confidential

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

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Christopher Cruz Cullari	Assistant Dean/Adjunct Administration/ Academic Affairs	08/31/18 (retroactive)

P9 - Appointment: Interim Assistant Dean, Adjunct Administration

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

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective Date</u>
John Cartier	Interim Assistant Dean/Adjunct Administration/ Academic Affairs	\$70,000.00 (pro-rated)	08/29/18 (retroactive)

P10 - 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 his probationary period.)

Approval is hereby granted to approve 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>
Kyran Guerra	Public Safety Officer/Public Safety	\$36,000.00 (pro-rated)	07/30/18 (retroactive)

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P11 - Appointment: Student Affairs Athletic Program (Coaching Staff)

Approval is hereby granted to approve the appointment of the following individuals to part-time Head Coach and Assistant Coach positions at the stipends indicated:

<u>Name</u>	<u>Head Coach Position</u>	<u>Stipend</u>	<u>Effective Dates</u>
Samoya Bailey	Women's Volleyball	\$5,500.00	08/01/18 – 11/30/18 (retroactive)
Erika Czujko-Wood	Track & Field (M&W)	\$5,982.00	12/01/18 – 05/31/19
Deana Dedovitch	Cross Country (M&W)	\$5,865.00	08/01/18 – 11/30/18 (retroactive)
Christopher DiSanto	Wrestling	\$5,542.00	09/01/18 – 03/15/19 (retroactive)
Toni DiFranco	Women's Soccer	\$5,500.00	08/01/18 – 11/30/18 (retroactive)
Tracy Green	Women's Basketball	\$8,651.00	10/01/18 – 03/31/19
Jorge Hernandez	Women's Softball	\$5,500.00	08/01/18 – 05/31/19 (retroactive)
Steven Mimms	Baseball	\$7,625.00	08/01/18 – 05/31/19 (retroactive)
Donald Osbourne	Men's Basketball	\$6,630.00	10/01/18 – 03/31/19
Giovanni Soto	Men's Soccer	\$5,610.00	08/01/18 – 11/30/18 (retroactive)

<u>Name</u>	<u>Assistant Coach Position</u>	<u>Stipend</u>	<u>Effective Dates</u>
Edgar Aguilar	Cross Country (M & W)	\$3,500.00	08/01/18 – 11/30/18 (retroactive)
Christian Casal	Men's Soccer	\$3,500.00	08/01/18 – 11/30/18 (retroactive)
Deana Dedovitch	Track & Field (M&W)	\$3,500.00	12/01/18 – 05/31/19
Michael Fenner	Wrestling	\$3,500.00	09/01/18 – 03/15/19
Shane Havrilla	Women's Soccer	\$3,500.00	08/01/18 – 11/30/18 (retroactive)

<u>Name</u>	<u>Assistant Coach Position</u>	<u>Stipend</u>	<u>Effective Dates</u>
Jonathan Dominguez	Men's Baseball	\$3,500.00	08/01/18 – 05/31/19 (retroactive)
James Fitzgerald	Men's Baseball	\$3,500.00	08/01/18 – 05/31/19 (retroactive)
Garrett Luna	Men's Baseball	\$3,500.00	08/01/18 – 05/31/19 (retroactive)
Paul Nganansou	Men's Soccer	\$3,500.00	08/01/18 – 11/30/18 (retroactive)
Alvin Pratt	Men's Basketball	\$3,500.00	10/01/18 – 03/31/19
Tanash Reid	Women's Volleyball	\$3,500.00	08/01/18 – 11/30/18 (retroactive)

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<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective Dates</u>
Michael Morton	Athletic Trainer	\$28.00/hour	08/01/18 – 06/30/19 (retroactive)
Samantha Pletsch	Lead Athletic Trainer	\$30.00/hour	08/01/18 – 06/30/19 (retroactive)
Megan Smith	Athletic Trainer	\$28.00/hour	08/01/18 – 06/30/19 (retroactive)

P12 - Appointment: Program Coordinator/Director

Approval is hereby granted to appoint the individual listed below to the position of Program Coordinator/Director at the stipend shown for the period September 4, 2018 – June 30, 2019.

<u>Name</u>	<u>Department/Division</u>	<u>Annual Release Time*</u>
Joanne Piccininni	Paramedic Science/Health Professions	7 credit hours

*Release time has been pro-rated to reflect the period of September 4, 2018 through June 30, 2019.

P13 - Agreement with “The Registry for College and University Presidents and Bergen Community College” for contract services for an Interim Executive Director, Foundation Department.

Approval is hereby granted to approve the Agreement for a term not exceeding one (1) year, at a monthly fee of \$11,083.33.

P14 - Approve: Return from Leave of Absence/Support Staff

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

<u>Name</u>	<u>Position/Division</u>	<u>Annual Salary</u>	<u>Effective Date</u>
Bessie DeJesus	Sr. Secretary/Office of Specialized Services/ Academic Affairs	\$44,936.00 (pro-rated)	08/07/18 (retroactive)

P15 - Resignation: Support Staff

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

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
John Rizer	Public Safety Officer/Public Safety	08/15/18 (retroactive)

P16 - Retirement: Administrators

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

<u>Name</u>	<u>Position/Department/Division</u>	<u>Effective Date</u>
Norman Shapiro	Director of Environmental Health and Safety	11/01/18

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P17 - Retirement: Support Staff

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

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Albert Legge	HVAC Mechanic "A"	11/01/18

S/F1 - To award professional services to Arcari & Iovino Architects PC for the preparation of plans and specifications for the One-Stop renovation/expansion project.

Approval is hereby granted to award professional services to Arcari & Iovino Architects PC for the preparation of plans and specifications for the One-Stop renovation/expansion project in the amount of \$141,350.00, plus direct costs not to exceed \$3,650.00.

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 Barreto made a motion to adjourn the meeting, seconded by Trustee Blakeslee.

All were in favor.

The board meeting adjourned at 6:40 p.m.

Thank you,

Trustee, Joseph A. Barreto
Secretary, Board of Trustees

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One Year Later: 2016 Graduate Follow-Up Survey Results

Dr. Tonia McKay
 Managing Director, Institutional Research
 October 2, 2018



The Survey

- One year after graduation
- Online & Paper
- Purpose:
 - Reflect on time at Bergen
 - Reflect on personal development
 - Share educational pursuits
 - Share employment status
- 2,406 invitations: 271 responses

You're Invited!

Time @ Bergen

- **73%** enrolled for education purposes
 - To earn a degree from BCC or complete courses for transfer
- **93%** achieved primary objective
- Top 3 highly rated services:
 1. Library/Learning Resource Center
 - #1 since 2007
 2. Services for students with disabilities
 3. Quality of American Language Program instruction



Time @ Bergen (cont'd)

Personal Development

Skills areas in which 2016 graduates most exceeded their expectations:

1. Communication skills
2. Ability to think critically
3. Ability to cope with new situations
4. Interpersonal skills
5. Tolerance and understanding of other people in our diverse society



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Future Educational Pursuits

- **80%** of graduates from a transfer program have enrolled in another institution
- Top transfer institutions
 1. Montclair State University
 - #1 since 2007
 2. Rutgers University
 3. William Paterson University
 4. Ramapo College of New Jersey
 5. Fairleigh Dickinson University
- Rating preparation for further education:



Entering the Workforce

- **89%** of graduates from a career program were employed
- **84%** of graduates indicated their program of study helped them:
 - obtain a job / helped their performance on the job
- Top occupations of career program graduates:
 1. Registered Nurse
 2. Dental Hygienist
 3. X-Ray Technologist
- **53%** had an approximate salary over \$40,000



Graduates' Voices:



"BCC has a great variety of programs and excellent student support."



"I enjoyed my time at BCC. Improve the food!"



"BCC - OSS did an outstanding job helping me with extra-time accommodations for exams @ testing center."



"The initial registration process and the administrative office were not as knowledgeable as they could have been."



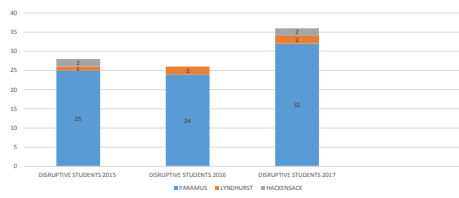
"I started ESL at BCC as a very beginner but I finished everything and I am a health professional now. I did it so I think everyone can do it!!"

3-YEAR STATISTICS COMPARISON FOR 2015-2017

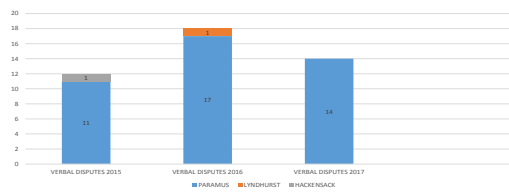
BERGEN COMMUNITY COLLEGE

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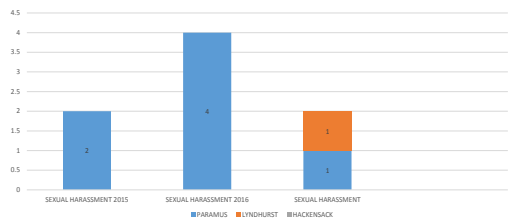
DISRUPTIVE STUDENTS: Student behavior in a classroom or other learning environment (including on and off campus locations), which disrupts the educational process.



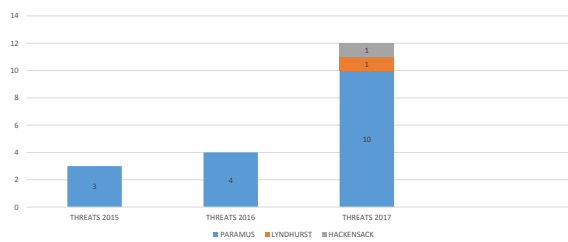
VERBAL DISPUTES: Verbal controversy, quarrel, argument.



SEXUAL HARASSMENT: Behavior characterized by making of unwelcome and inappropriate sexual remarks or physical advances in a workplace or other professional or social situation.

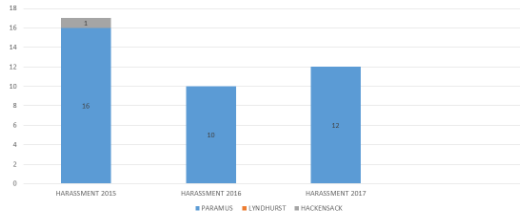


THREATS: An expression of intention to inflict evil, injury, or damage.

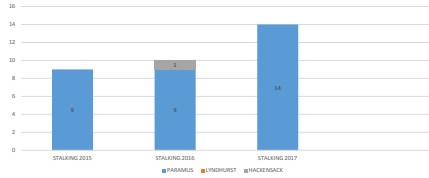


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HARASSMENT: Course of conduct which annoys, threatens, intimidates, alarms, or puts a person in fear of their safety; unwanted, unwelcomed and uninvited behavior that demeans, threatens or offends the victim and results in a hostile environment for the victim.



STALKING: Course of conduct directed at a specific person that involves repeated visual or physical proximity, nonconsensual communication or verbal, written, or implied threats, or combination thereof, that would cause a reasonable person fear.



THEFTS: The felonious taking and removing of person's property with intent to deprive the rightful owner of it.

