



Bergen Community College Board of Trustees Meeting

**Bergen Community College
400 Paramus Road
Paramus
Technology Building
Conference rooms BC
Thursday, 9/9/2021
5:00 - 7:00 PM ET**

1. Public Agenda

Public Agenda - 09092021

2. Consent Agenda

Consent Agenda - 09092021

3. Audit and Finance Resolutions

AF1 - Approval of Legal Vouchers - DeCotiis, FitzPatrick & Cole, LLP

AF2 - P-2346 Dental Hygiene Supplies 2021-2022

AF3 - ATI

AF4 - September 9 2021 AF4 - Student Center Furniture (1)

AF5 - \$500K FY22 Technology Spending Blanket Resolution

AF6 - Adecco - Accounting Principals

AF7 - Gourmet Dining Renewal 1-year (1)

4. Education and Student Affairs Resolution

ESA1_Accept Composting Grant

ESA2 - Accept Oboarding Grant

ESA3 - Submit CRN VIII

ESA4_Submit NEH Connections

ESA5_Submit Sculpture Restoration

ESA6 - Academic Master Plan - BOT Resolution Draft August 2021 (1)

5. Personnel Resolutions

P1A - Appointment - Vice President of Human Resources and OD

P1B - Appointment - Coaching Stipends Spring_Fall 2021

P1C - Appointment - Vice President of Facilities

P1D - Appointment - Clinical Coordinator (Radiation Therapy) (Cacciatore, Amy)

P1E - Appointment - Lecturers FALL 2021

P1F - Appointment - Tenure Track Faculty

P1G - Appointment - Controller

P2A - Salary Increase - Confidential Personnel

P2B - Salary Increase - Grant Funded Personnel (1)

P3A - Return from Unpaid Leave of Absence - Support (Barker, Ronald)

P3B - Leave of Absence - Support (Watson, Parnell)

P4A - Retirement - Faculty (Comerford, Richard)

P4B - Retirement - Support (Ferguson, Paul)

P4C - Retirement - Support (Farrell, Geraldine)

P5A - Resignation - Confidential (Beebee, Tyler)

P5B - Resignation - Support (Aultman, Desmond)

P5C - Resignation - Professional (Tarek, Yasin)

P5D - Resignation - Professional (Wolf, Ian)

P6 - Rescind Appointment - Clinical Coordinator (Radiation Therapy) (Zuzzolo, James)

BOARD OF TRUSTEES
PUBLIC MEETING

Public Agenda

Paramus Campus – Technology Building – Conference Rooms B and C

Thursday, September 9, 2021 – 5:00 p.m.

- I. Call to Order
- II. Open Public Meetings Act Statement
- III. Roll Call
- IV. Reports:
 - A. Vice Chairman
 - B. Secretary
 - C. Treasurer
 - D. President
 - E. Committees
 - 1. Audit, Finance and Legal Affairs
 - 2. Education and Student Affairs
 - 3. Personnel
 - 4. Site and Facilities
 - 5. Strategic Planning and Issues
 - F. Alumni Trustee
 - G. Chairwoman
- V. Unfinished Business / Board Members
- VI. New Business / Board Members
- VII. Open to the Public
- VIII. Actions:
 - A. Approval of Board Minutes
 - B. Approval of Consent Agenda

Tuesday, August 3, 2021

Thursday, September 9, 2021
- IX. Executive Session, if required
- X. (New Business / Open to the Public)
- XI. Adjournment



CONSENT AGENDA

Thursday, September 9, 2021

**Paramus Campus – Technology Building – Conference Rooms B and C
5:00 p.m.**

Actions to be considered by the Board of Trustees. Additional actions may be added to this list and may be considered by the Board. Any actions herein listed may be removed from the Agenda by the Board prior to passage.

Approval of Board Minutes – Tuesday, August 3, 2021

AUDIT AND FINANCE (A/F)

1. Approval of Legal Vouchers – DeCotiis, FitzPatrick, Cole & Giblin, LLP.
2. To award Public Bid P-2346 Dental Hygiene Supplies to various vendors. The equipment and supplies will be used in the Dental Hygiene laboratories.
3. To authorize a license agreement for the upgrade to the “optimal” software option for National Council Licensure Examination (NCLEX) training for nursing program students with Assessment Technologies Institute.
4. To purchase new furniture for the Student Center Lounge from KI c/o Maco Office Source
5. To authorize the purchase of miscellaneous computer hardware, peripherals, and data communications products from state contract vendors.
6. To authorize temporary accounting services through Accounting Principals, a division of The Adecco Group, for the Finance department.
7. To authorize a 1-year extension of the Gourmet Dining contract.

EDUCATION AND STUDENT AFFAIRS (E/SA)

1. Accept a grant award for \$74,353 from the New Jersey Department of Environmental Protection, Division of Solid and Hazardous Waste and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.
2. Accept a grant award of \$562,492.42 from the New Jersey Office of the Secretary of Higher Education (OSHE) and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.
3. Authorize submission of a grant application to the New Jersey Office of the Secretary of Higher Education (OSHE) in the amount of \$80,355 and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.
4. Authorize submission of an application for a Humanities Connections Implementation Grant in the amount of \$150,000 to the National Endowment for the Humanities (NEH), and to authorize President Eric M. Friedman, or his designee, to execute required documents.
5. Authorize submission of a campus sculpture restoration grant proposal to multiple funding sources to include private foundations as well as state and federal sources, and to authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.
6. To authorize Rutgers University Newark’s Center for Applied Appreciative Inquiry (CAAI) to design and facilitate Bergen Community College’s (BCC) academic master planning process. This effort ties directly to our Strategic Plan through the “Reimagine Student Experiences”, “Reimagine Human Talent and Internal Culture”, “Reimagine Technology”, “Reimagine Financial Resources” and “Reimagine Relationships and Partnerships” goals. Additionally, this effort directly supports Presidential Goal 5, “Develop an Academic Master Plan to serve as a blueprint for data-informed decisions around resource allocation, program development, staffing, and a variety of student success initiatives.”

PERSONNEL (P)

1. A. Appointment: Confidential Staff
 B. Appointment: Student Affairs Athletic Program (Coaching Staff)
 C. Appointment: Confidential Staff
 D. Appointment: Clinical Coordinators
 E. Appointment: Lecturers, Fall 2021 Semester
 F. Appointment: Tenure Track Faculty
 G. Appointment: Confidential Staff
2. A. Salary Increase: Confidential Personnel
 B. Salary Increase: Grant Funded Personnel
3. A. Approve: Return from Leave of Absence/Support Staff
 B. Approve: Leave of Absence/Support Staff
4. A. Retirement: Faculty
 B. Retirement: Support Staff
 C. Retirement: Support Staff
5. A. Resignation: Confidential Staff
 B. Resignation: Support Staff
 C. Resignation: Professional Staff
 D. Resignation: Professional Staff
- 6 Rescind Appointment: Clinical Coordinator



BOARD OF TRUSTEES ACTION A/F1
Approval Date: September 9, 2021

Resolution:

Approval of Legal Vouchers – DeCotiis, FitzPatrick, Cole & Giblin, LLP.

Submitted By

Dr. Eric M. Friedman, President

Mr. Wilton Thomas-Hooke, Managing Director of Finance

Action Requested

Approval for payment of the following legal vouchers:

DeCotiis, FitzPatrick, Cole & Giblin. LLP.

June 1, 2021 – June 30, 2021	\$ 23,328.85
July 1, 2021 - July 31, 2021	\$ 23,980.00
Total:	\$ 47,308.85

Legal bills will be available on the College's web site under the Board of Trustees at the following address:

<http://www.bergen.edu/about-us/board-of-trustees/legal-bills>

Charge to:	College Operating Funds
Account Number:	10-01-186100-607566
Amount:	\$ 47,308.85



BOARD OF TRUSTEES ACTION A/F 2
Approval Date: September 9, 2021

Resolution

To award Public Bid P-2346 Dental Hygiene Supplies to various vendors. The equipment and supplies will be used in the Dental Hygiene laboratories.

Submitted By

Dr. Eric M. Friedman, President
Dr. Brock Fisher, Vice President, Academic Affairs
Mr. Wilton Thomas-Hooke, Managing Director of Finance
Dr. Susan Barnard, Dean, Health Professions
Ms. Stephanie Weise, Interim Director, Purchasing and Services

Action Requested

Authorization to award the purchase of dental hygiene supplies for Fiscal Year 2022, in accordance with Public Bid P-2346 Dental Hygiene Supplies to the vendors listed below, quantities are estimated. The award is based on the lowest responsible bid for each line item.

Justification

Institutional estimated need for dental hygiene supplies for the Fall 2021 and Spring 2022 semesters.

Thirteen companies registered for the bid package and seven bids were received.

VENDOR	ITEMS AWARDED	TOTAL ESTIMATED AMOUNT
Benco Dental Supply Co	See attached spreadsheet	\$515.64
Dental Health Products Inc	See attached spreadsheet	\$2,398.72
Dentserve	See attached spreadsheet	\$1,740.81
Hu-Friedy Mfg. Co., LLC	See attached spreadsheet	\$2,139.31
J & H Berge	See attached spreadsheet	\$531.06
Newark Dental Corp.	See attached spreadsheet	\$2,505.75
Patterson Dental	See attached spreadsheet	\$7,516.89

Charge To: College Operating Funds

Account: 10-03-354002-607509
Total: \$ _____ (Estimated)



BOARD OF TRUSTEES ACTION AF3
Approval Date: September 9, 2021

Resolution

To authorize a license agreement for the upgrade to the “optimal” software option for National Council Licensure Examination (NCLEX) training for nursing program students with Assessment Technologies Institute.

Submitted By

Dr. Eric M. Friedman, President
Mr. Wilton Thomas Hooke, Managing Director of Finance
Mr. Ron Spaide, Chief Information Officer
Dr. Susan Barnard, Dean, Health Professions
Ms. Stephanie Weise, Interim Director, Purchasing and Services

Action Requested

Authorization to upgrade our license agreement NCLEX training software through Assessment Technologies Institute for the Fall 2021 and Spring 2022 semesters in the amount of \$306,555.50.

Justification

During the COVID-19 pandemic, many nursing programs around the country needed to have a plan in place to continue teaching nursing students using advanced technology and online teaching methods that can foster student success. Many nursing schools struggled with applying hybrid models to their program due to lack of additional funds to provide enhanced virtual nursing experiences both in didactic and clinical content. Assessment Technologies Institute was utilized as one of the modalities to continue bridging the gap between didactic lectures and clinical. Bergen Community College was lacking Assessment Technologies Institute products that provided virtual resources which simulated real life clinical experiences for nursing students in the absence of in-person teaching modalities. Additionally, due to social distancing measures and complete closures of colleges and businesses, students were not able to partake in clinical practice, nursing skills lab or our on-campus simulation center.

In the event that we return to virtual learning due to the uncertainty of the COVID-19 pandemic, or by choice, the complete partnership package encompasses all the resources needed to transition seamlessly. To enhance student success as NCLEX moves to more difficult and challenging testing in NEXT GEN NCLEX Assessment Technologies Institute resources foster critical thinking and judgement which is lacking in our students presently.

The college has a need to award this procurement as a non-fair and open contract pursuant to the provisions of N.J.S.A. 19:44A-20.4. Assessment Technologies Institute LLC 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 and Business Entity Disclosure will be maintained on file at the college.

These services are exempt from bidding in accordance with County College Contracts Law 18A:64A-25.5 (a) (19). (Computer Software)

Charge to: HEERF II
Account: 50-06-596300-607550
Total: : \$306,555.50



BOARD OF TRUSTEES ACTION A/F 4
Approval Date: September 9, 2021

Resolution

To purchase new furniture for the Student Center Lounge from KI c/o Maco Office Source

Submitted By

Dr. Eric M. Friedman, President

Mr. Wilton Thomas-Hooke, Managing Director of Finance

Dr. Ralph Choonoo, Interim Vice President, Student Affairs

Ms. Stephanie Weise, Interim Director, Purchasing and Services

Action Requested

Authorization to purchase new furniture for the Student Center Lounge area at a cost of \$69,907.08 from KI c/o Maco Office Source, on Educational Services Commission of New Jersey (ESCNJ) cooperative contract # 20/21-01.

Justification

The existing furniture in the Student Center Lounge is worn, damaged, and has condition issues including torn upholstery, and broken parts. The new furniture will be the same type as in the One-Stop creating a cohesive design aesthetic in the area. It will also be easy to move and reconfigure for student events.

Quotations were requested from the companies below.

Maco Office Source	\$69,907.08
Commercial Interiors Direct	\$72,113.22
Johnson Business Products	\$84,735.86

Purchase through cooperatives is allowed in accordance with County College Contracts Law 18A:64A-25.10.

Charge To: Chapter 12
Account: 20-00-180000-604201
Total: \$69,907.08



BOARD OF TRUSTEES ACTION AF 5
Approval Date: September 9, 2021

Resolution

To authorize the purchase of miscellaneous computer hardware, peripherals, and data communications products from state contract vendors.

Submitted By

Dr. Eric M. Friedman, President
Mr. Ron Spaide, Chief Information Officer
Mr. Wilton Thomas Hooke, Managing Director of Finance
Ms. Stephanie Weise, Interim Director, Purchasing and Services

Action Requested

Authorization to purchase lifecycle replacement equipment and products for day-to-day operational needs through June 30, 2022, estimated at \$500,000.00. Purchases will be made through vendors, on New Jersey State Contract numbers M-0483 and M-7000.

Justification

These purchases include, but are not limited to, personal computers, thin clients, laptops, scanners, printers, wireless keyboards, speakers, webcams, external hard drives, data communications products, software licensing, and miscellaneous items for lifecycle replacement of out-of-warranty equipment and items needed for the day-to-day operations of the College.

Purchase through State Contract is allowed in accordance with County College Contracts Law 18A:64A-25.9.

Charge to: Various (Majority County funds, Institutional)
Account: Various
Total:: \$500,000.00



BOARD OF TRUSTEES ACTION A/F 6
Approval Date: September 9, 2021

Resolution

To authorize temporary accounting services through Accounting Principals, a division of The Adecco Group, for the Finance department.

Submitted By

Dr. Eric M. Friedman, President

Mr. Wilton Thomas-Hooke, Managing Director of Finance

Ms. Stephanie Weise, Interim Director, Purchasing and Services

Action Requested

Authorization to spend an amount not to exceed \$50,000.00 with Accounting Principals, a division of The Adecco Group, for the provision of temporary employees.

Justification

Senior accounting support is needed in the Finance department to assist with federal and state coronavirus-relief grants and related accounting needs.

The college has a need to procure these services through a non-fair and open process in accordance with the provisions of N.J.S.A. 19:44A-20.4. Ajilon and Accounting Principals, Divisions of The Adecco Group have completed and 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 and Business Entity Disclosure will be maintained on file at the College.

These services are exempt from public bidding in accordance with County College Contracts Law 18A:64A-25.5 (a) (15). (Professional Consulting Services.)

Charge to: HEERF II

Account: 50-06-596300-607550

Total: \$50,000.00



BOARD OF TRUSTEES ACTION A/F 7
Approval Date: September 9, 2021

Resolution

To authorize a 1-year extension of the Gourmet Dining contract.

Submitted By

Dr. Eric M. Friedman, President

Mr. Wilton Thomas-Hooke, Managing Director of Finance

Ms. Stephanie Weise, Interim Director, Purchasing and Services

Action Requested

Authorization to spend an amount not to exceed \$265,000.00 with Gourmet Dining Services, to provide uninterrupted campus dining services for the period of August 1, 2021 thru July 31, 2022.

Justification

A drastic reduction in the number of on-campus courses due to the COVID-19 pandemic has led to substantial losses for dining service operations. This has led to the need for a limited one-year renewal of dining services using a cost-plus model. These services using the costs-plus model allow the college to provide uninterrupted food services to individuals returning to campus.

Food supplies and services are exempt from public bidding in accordance with County College Contracts Law 18A:64A-25.5 (a) (7).

Charge to: HEERF II

Account: 50-06-596300-607550

Total: \$265,000.00



BOARD OF TRUSTEES ACTION E/SA1
Approval Date: September 9, 2021

Resolution

Accept a grant award for \$74,353 from the New Jersey Department of Environmental Protection, Division of Solid and Hazardous Waste and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

Submitted By

Dr. Eric M. Friedman, President
Mr. Wilton Thomas-Hooke, Managing Director of Finance
Dr. Brock Fisher, Vice President of Academic Affairs
Dr. Emily Vandalovsky, Dean, Mathematics, Science, and Technology
Dr. P.J. Ricatto, Professor of Chemistry
Dr. William Yakowicz, Director of Grants Administration

Action Requested

Accept a grant award for a FY2020 Recycling Enhancement Act Grant Research program titled "*Aerated Static Pile Composting Demonstration Project at a Commuter College and On-Campus Technical High School*" from the New Jersey Department of Environmental Protection, Division of Solid and Hazardous Waste and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

Justification

Bergen Community College was previously awarded a grant that provided a composter. This project will demonstrate community composting that uses covered aerated static pile (ASP) technology at two campus locations. The proposed project will establish that a large commuter college with similar solid waste disposal needs as a hospital or commercial food service provider can harvest the bulk of the food waste and soiled compostable eat-ware generated on campus and then successfully convert it to valuable compost. The ultimate goal is to promote similar projects at other institutions throughout the state. Partners include The New Jersey Composting Council, Glen Rock Environmental Commission, the Applied Technology High School, and Gourmet Dining, LLC.

No additional college funds are required.



BOARD OF TRUSTEES ACTION E/SA2

Approval Date: September 9, 2021

Resolution

Accept a grant award of \$562,492.42 from the New Jersey Office of the Secretary of Higher Education (OSHE) and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

Submitted By

Dr. Eric M. Friedman, President
Mr. Wilton Thomas-Hooke, Managing Director of Finance
Dr. Ralph Choonoo, Interim Vice President for Student Services
Dr. Jennifer Migliorino-Reyes, Dean of Student Support Services
Ms. Khairia Fazal, Managing Director of Supplemental Instruction
Dr. William Yakowicz, Director of Grants Administration

Action Requested

Accept a grant in the amount of \$562,492.42 to implement a college on-ramping initiative and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

Justification

On July 12, 2021, Bergen Community College (BCC) received notice of a grant award from OSHE to implement effective on-boarding practices that will increase the number of students who can effectively access on-ramp services, gain increased financial literacy, develop a pathway to meet educational and career goals, and enroll in college. We intend to attain these outcomes by accomplishing three interconnected goals:

- 1) Strengthen and expand on-ramping activities to create increased college enrollment of low-income high school students, HSE adults, and other underrepresented populations severely impacted by the Covid-19 pandemic.
- 2) Strengthen supportive measures, especially academic coaching/mentoring, tutoring, and proactive advisement/counseling services to overcome pandemic provoked impediments to enrolling in and pursuing education and career development opportunities.
- 3) Increase the availability and expand the use of Open Access Platforms and Open Educational Resources (OER) to lower costs and facilitate training and educational on-ramping for low-income and underrepresented residents severely impacted by Covid -19.

No additional college funds are required.



BOARD OF TRUSTEES ACTION E/SA3
Approval Date: September 9, 2021

Resolution

Authorize submission of a grant application to the New Jersey Office of the Secretary of Higher Education (OSHE) in the amount of \$80,355 and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

Submitted By

Dr. Eric M. Friedman, President
Mr. Wilton Thomas-Hooke, Managing Director of Finance
Dr. Ralph Choonoo, Interim Vice President for Student Services
Dr. Jennifer Migliorino-Reyes, Dean of Student Support Services
Ms. Khairia Fazal, Managing Director, Supplemental Instruction
Dr. William Yakowicz, Director of Grants Administration

Action Requested

Submit a grant proposal to OSHE in the amount of \$80,355 for the College Readiness Now VIII (CRN VIII) and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

Justification

The College Readiness Now (CRN) program, funded by the New Jersey Office of the Secretary of Higher Education, is now in its eighth (8th) year. Bergen's CRN project annually supports the Summer Bridge initiative that brings underrepresented students from Hackensack, Teaneck, Garfield, and other collaborating school districts to the college campus for college preparatory opportunities. Seventy to eighty (70-80) students participate in developmental as well as college credit bearing mathematics and or English courses. They also take the Success 101 course and gain access to supportive services such as mathematics, writing, and English tutoring, financial literacy and enrollment assistance, intensive academic advising, peer and professional mentoring, and a range of learning resources. Students can earn six or more college credits for their experience. The grant covers tuition and related expenses. There is no cost to student participants.

No college matching funds are required.

Project plans and budget are in development.



BOARD OF TRUSTEES ACTION E/SA4
Approval Date: September 9, 2021

Resolution:

Authorize submission of an application for a Humanities Connections Implementation Grant in the amount of \$150,000 to the National Endowment for the Humanities (NEH), and to authorize President Eric M. Friedman, or his designee, to execute required documents.

Submitted By

Dr. Eric M. Friedman, President
Mr. Wilton Thomas-Hooke, Managing Director of Finance
Dr. Brock Fisher, Vice President of Academic Affairs
Mr. Adam Goodell, Dean of Humanities
Ms. Eileen Fitzgerald, Coordinator, Developmental English
Mr. Richard Kuiters, Chair, Criminal Justice & Legal Studies
Dr. William J. Yakowicz, Director of Grants Administration

Action Requested

Authorize submission of a National Endowment for the Humanities Connections Implementation Grant application in the amount of \$150,000 and authorize President Eric M. Friedman, or his designee, to execute required documents.

Justification

This proposed NEH Humanities Connections Implementation Grant builds on Bergen's successful Connections Planning project that explored feasibility and pilot tested integration of Humanities issues with Criminal Justice and Legal Studies coursework. The project builds on the work of Bergen's Equity Council and is centered on issues of social justice, equity, diversity, and inclusion. It will expand integration of humanities perspectives with Criminal Justice and Legal Studies programming, increase collaboration between faculty across humanities and social science disciplines, and develop more equitable experiential learning opportunities. The overall purpose of the initiative is to promote among future law enforcement officials a greater understanding of the rich diversity and the life experiences of the public they serve. Outcomes of the Justice Connections implementation grant will be shared with other two-year institutions through professional publications and conference presentations.

No college matching funds are required.

BOARD OF TRUSTEES ACTION E/SA5
Approval Date: September 9, 2021

Resolution

Authorize submission of a campus sculpture restoration grant proposal to multiple funding sources to include private foundations as well as state and federal sources, and to authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

Submitted By

Dr. Eric M. Friedman, President
Mr. Wilton Thomas-Hooke, Managing Director of Finance
Dr. Brock Fischer, Vice President of Academic Affairs
Dr. Adam Goodell, Dean of Humanities
Professor Francis Schmidt, Chair of Visual Arts
Mr. Timothy Blunk, Assistant Professor of Performing Arts
Dr. William Yakowicz, Director of Grants Administration

Action Requested

Authorize submission of proposals to secure \$140,000 in funding for restoration of twelve sculptures in various locations on Bergen's Paramus campus, and to authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

Justification

There are currently twelve outdoor sculptures situated on the Paramus campus of Bergen Community College. Many go unnoticed; all are in need of repair or restoration. Their artists/creators are mostly deceased. Only attributional title plaques supply any information to a passerby. Ten of these works were once part of an exhibition titled "Sculptures in the Park" organized by the New Jersey Cultural Council, billed at that time (1971) as the "largest outdoor sculpture exhibition ever presented." (NYTimes) The participants included New Jersey-based artists as well as renowned sculptors Alexander Calder and Louise Nevelson.

We are proposing to repair and restore the sculptures through an interdisciplinary "STEAM-based" initiative designed to reclaim the works on site in a unique year-long project of student-led investigation, fabrication, and installation. The project will also engage students from various disciplines in design, construction, and placement of twelve additional sculptures that will serve as docents or "Sculptural Interrogators" (SIs). These will inform the public about the sculptures, the artists, the restoration process, and more. A student designed website will preserve information about the sculptures and serve as a location where original source documents and photographs will be collected and interpreted through writings, music, and artwork. BCC students will be involved at all stages of the project, from the industrial design to fabrication, to installation, and then to performance works that celebrate the various stages in the project's development. No college funds are expected to be required.

BOARD OF TRUSTEES ACTION E/SA6

Approval Date: September 9, 2021

Resolution

To authorize Rutgers University Newark's Center for Applied Appreciative Inquiry (CAAI) to design and facilitate Bergen Community College's (BCC) academic master planning process. This effort ties directly to our Strategic Plan through the "Reimagine Student Experiences", "Reimagine Human Talent and Internal Culture", "Reimagine Technology", "Reimagine Financial Resources" and "Reimagine Relationships and Partnerships" goals. Additionally, this effort directly supports Presidential Goal 5, "Develop an Academic Master Plan to serve as a blueprint for data-informed decisions around resource allocation, program development, staffing, and a variety of student success initiatives".

Submitted By

Dr. Eric M. Friedman, President

Dr. Brock Fisher, Vice President, Academic Affairs

Ms. A. Karolina Wolfe, Dean of Assessment, Accreditation and Compliance

Mr. Wilton Thomas-Hooke, Managing Director of Finance

Ms. Barbara Golden, Director, Purchasing and Services

Action Requested

Enter into an agreement with Rutgers University Newark's Center for Applied Appreciative Inquiry (CAAI) to serve as a consultant for the estimated period beginning September, 2021 through February, 2022. The total cost of services is \$17,000.

Justification

BCC has identified the creation of an Academic Master Plan as a critical strategic initiative. In support of our commitment to excellence and continuous improvement, the college has sought out a national expert to design and facilitate the academic master planning process.

CAAI specializes in guiding organizations through powerful strategic planning processes that engage multiple, diverse stakeholders in developing comprehensive, sustainable plans. CAAI applies positive, strength-based approaches to strategic planning using the principles and practices of Appreciative Inquiry (AI) and the SOAR framework (Strengths, Opportunities, Aspirations and Results/Resources). These are high engagement; high-energy processes that quickly generate key strategic directions and initiatives.

As part of this process, CAAI will help BCC create the following outcomes and results:

- A comprehensive scan and analysis scan of BCC's academic strengths
- An overview of the college's relevant emerging academic, teaching, and learning trends and opportunities
- Identification of potential new areas where BCC can excel in the academic context
- Clear academic priorities for a multi-year horizon, including new initiatives and areas of focus
- Action steps, goals, objectives, and strategies to carry out academic priorities over multiple years.
- Clarity around organizational commitments and structure to meet the new academic objectives
- An implementation plan to carry out academic strategies agreed to in planning process
- A metrics framework for measuring ongoing progress in meeting academic priorities

Proposed Timeframe for Project

TIMEFRAME <i>(estimated)</i>	EVENT
September 2021:	Leadership Meeting (Virtual)
October 2021	Initial CPT Meeting (Virtual)
October 2021	Conduct 2 Virtual SOAR Forums
November 2021	Second Virtual CPT Meeting
Late November/Early December	Academic Master Planning Summit (Virtual)
January 2022	Post Summit CPT (Virtual)
Late January 2022	Editing Group Meeting (Virtual)
February 2022	Deliver Electronic Finalized Academic Master Plan to the President

This purchase is below the county college bid threshold and is not required to be bid and professional consulting services are exempt from public bidding in accordance with County College Contracts Law, N.J.S.A. 18A:64A-25.5 (a) (15).

Charge to: College Operating Funds
Account: 10-01-160100-607841
Amount: \$17,000.00



BOARD OF TRUSTEES ACTION P1A
Approval Date: September 9, 2021

Resolution

Appointment: Confidential Staff

Submitted By

Dr. Eric M. Friedman, President

Ms. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To appoint the following individual to the indicated position at the annual rate, title and effective date as noted:

<u>Name</u>	<u>Position/Division</u>	<u>Salary</u>	<u>Effective Date</u>
Meredith Gatzke	Vice President of Human Resources and Organizational Development / Human Resources	\$140,000 (pro-rated)	11/15/21

Justification

To fill a budgeted position through a successful search process pending successful completion of background checks and references. This position is at-will.

Charge to: College Operating Funds
Account Number:



BOARD OF TRUSTEES ACTION P1B
Approval Date: September 9, 2021

Resolution

Appointment: Student Affairs Athletic Program (Coaching Staff)

Submitted By

Dr. Eric M. Friedman, President
Dr. Ralph Choonoo, Interim Vice President, Student Affairs
Ms. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To approve the appointment of the following individuals to part-time Head Coach and Athletic Trainer positions at the stipends indicated:

<u>Name</u>	<u>Head Coach Position</u>	<u>Stipend</u>	<u>Effective Dates</u>
Erica Czujko-Wood	Track and Field (M&W)	\$5,892.00	12/01/21 – 05/31/22
Paul Nganansou	Women's Soccer	\$5,500.00	06/01/21 – 11/30/21
Deanna Fletcher	Softball	\$5,500.00	09/01/21 – 06/30/22
Steven Mimms	Baseball	\$7,625.00	09/01/21 – 06/30/22

<u>Name</u>	<u>Asst. Coach Position</u>	<u>Stipend</u>	<u>Effective Dates</u>
Tajuan Torres	Men's Basketball	\$3,500.00	10/01/21 – 03/31/22
Ernie Thuring	Men's Basketball	\$3,500.00	10/01/21 – 03/31/22
Sebastian Rojas	Men's Soccer	\$3,500.00	09/01/21 – 11/30/21
Lesley Megan Vanderbeck	Women's Volleyball	\$3,500.00	09/01/21 – 11/30/21

Justification

The above-mentioned stipends are seasonal.
Charge To: College Operating Funds
Account Number: Various



BOARD OF TRUSTEES ACTION P1C
Approval Date: September 9, 2021

Resolution

Appointment: Confidential Staff

Submitted By

Dr. Eric M. Friedman, President

Ms. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To appoint the following individual to the indicated position at the annual rate, title and effective date as noted:

<u>Name</u>	<u>Position/Division</u>	<u>Salary</u>	<u>Effective Date</u>
Nathaniel Saviet	Vice President of Facilities / Facilities	\$145,000 (pro-rated)	10/11/21

Justification

To fill a budgeted position through a successful search process pending successful completion of background checks and references. This position is at-will.

Charge to: College Operating Funds

Account Number:



BOARD OF TRUSTEES ACTION P1D
Approval Date: September 9, 2021

Resolution

Appointment: Clinical Coordinators

Submitted By

Dr. Eric M. Friedman, President
Dr. Brock Fisher, Vice President, Academic Affairs
MS. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To appointment the individual listed below to the position of Clinical Coordinator at the stipends shown for the period September 1, 2021 – June 30, 2022.

<u>Name</u>	<u>Department/Division</u>	<u>Annual Stipend</u>
Amy Cacciatore	Radiation Therapy/Health Professions	\$2,375.00

Justification

In accordance with the terms of the Agreement between Bergen Community College and the Bergen Community College Faculty Association.



BOARD OF TRUSTEES ACTION P1E
Approval Date: September 9, 2021

Resolution

Appointment: Lecturers, Fall 2021 Semester

Submitted By

Dr. Eric M. Friedman, President

Dr. Brock Fisher, Vice President, Academic Affairs

Ms. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To approve the appointment of the following individuals as Lecturers for the Fall 2021 semester at the salary indicated.

<u>Name</u>	<u>Discipline/Division</u>	<u>Salary</u>
Philip G. Ross III	WEX / Health Professions	\$ 22,285.00
Elizabeth Terhune	Medical Office Assistant / Health Professions	\$ 21,224.00
Marites Alconis	Medical Surgical Nursing / Health Professions	\$ 22,285.00
Joana Constantino	Medical Surgical Nursing / Health Professions	\$ 22,285.00

Justification

Lecturer appointments to cover full time class loads due to recent leaves, faculty retirements and enrollment trends.



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BOARD OF TRUSTEES ACTION P1F
Approval Date: September 9, 2021

Resolution

Appointment: Tenure Track Faculty

Submitted By

Dr. Eric M. Friedman, President

Dr. Brock Fisher, Vice President, Academic Affairs

Ms. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To approve the appointment of the following individuals to the positions and annual salaries indicated.

<u>Name</u>	<u>Rank/Discipline/Division</u>	<u>Salary</u>	<u>Effective Dates</u>
Diana Constantino	Assistant Professor/ Nursing/ Health Professions	\$63,730.93	09/01/21 – 06/30/22

Justification

To fill budgeted positions through successful search processes.



BOARD OF TRUSTEES ACTION P1G
Approval Date: September 9, 2021

Resolution

Appointment: Confidential Staff

Submitted By

Dr. Eric M. Friedman, President

Mr. Wilton Thomas-Hooke, Managing Director

Ms. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To appoint the following individual to the indicated position at the annual rate, title and effective date as noted:

<u>Name</u>	<u>Position/Division</u>	<u>Salary</u>	<u>Effective Date</u>
Jeffrey Dulow	Controller / Finance and Accounting	\$120,000	09/27/21 (pro-rated)

Justification

To fill a budgeted position through a successful search process pending successful completion of background checks and references. This position is at-will.

Charge to: College Operating Funds
 Account Number:



BOARD OF TRUSTEES ACTION P2A
Approval Date: September 9, 2021

Resolution

Salary Increase: Confidential Personnel

Submitted By

Dr. Eric M. Friedman, President

Mr. Wilton Thomas-Hooke, Managing Director of Finance

Ms. Yvette Aviles, Assistant Director of Human Resources

Justification

To approve retroactive increases for all confidential personnel who were employed as of July 1, 2019 and are still active on payroll as of August 3, 2021. In year 2019 and 2020, employees whose base salary is below \$80,000 will receive a retroactive payment of \$1,800 to base salary. Employees whose base salary is \$80,000 will receive a retroactive payment of \$1,600 to their base salary. In year 2021 and year 2022, employees will receive a 2.25% increase to their base salary.



BOARD OF TRUSTEES ACTION P2B
Approval Date: September 9, 2021

Resolution

Salary Increase: Grant Funded Personnel

Submitted By

Dr. Eric M. Friedman, President

Mr. Wilton Thomas-Hooke, Managing Director of Finance

Ms. Yvette Aviles, Assistant Director of Human Resources

Justification

To approve retroactive increases for all confidential personnel who were employed as of July 1, 2019 and are still active on payroll as of August 3, 2021. In year 2019 and 2020, employees whose base salary is below \$80,000 will receive a retroactive payment of \$1,800 to base salary. Employees whose base salary is \$80,000 will receive a retroactive payment of \$1,600 to their base salary. In year 2021 and year 2022, employees will receive a 2.25% increase to their base salary.



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BOARD OF TRUSTEES ACTION P3A
Approval Date: September 9, 2021

Resolution

Approve: Return from Leave of Absence/Support Staff

Submitted By

Dr. Eric M. Friedman, President

Mr. Christopher Talmo, Managing Director, Custodial Operations

Ms. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To approve 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>
Ronald Barker	Custodian / Buildings and Grounds	\$31,746.72 (pro-rated)	07/26/2021 (retroactive)

Justification

Return from Medical Leave



BOARD OF TRUSTEES ACTION P3B
Approval Date: September 9, 2021

Resolution

Approve: Leave of Absence/Support Staff

Submitted By

Dr. Eric M. Friedman, President

Ms. Marie Jardine, Assistant Director, Public Safety

Ms. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To approve an unpaid leave of absence per NJ FMLA guidelines, for the following individual from the position listed below, effective dates as indicated:

<u>Name</u>	<u>Position/Division</u>	<u>Effective Date</u>
Parnell Watson	Officer / Public Safety	06/08/21 (retroactive)

Justification

Medical Leave



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BOARD OF TRUSTEES ACTION P4A
Approval Date: September 9, 2021

Resolution

Retirement: Faculty

Submitted By

Dr. Eric M. Friedman, President

Dr. Brock Fisher, Vice President, Academic Affairs

Ms. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To approve the retirement of the following individuals:

<u>Name</u>	<u>Position/Rank/Department/Division</u>	<u>Hire Date</u>	<u>Effective Date</u>
Richard Comerford	Professor / Social Science Humanities / Academic Affairs	09/01/73	07/01/21 (retroactive)

Justification

Retirement



BOARD OF TRUSTEES ACTION P4B
Approval Date: September 9, 2021

Resolution

Retirement: Support Staff

Submitted By

Dr. Eric M. Friedman, President

Mr. Christopher Talmo, Managing Director, Custodial Operations

Ms. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To approve the retirements of the following individual:

<u>Name</u>	<u>Position/Division</u>	<u>Hire Date</u>	<u>Effective Date</u>
Paul Ferguson	Senior Custodian / Custodial Operations / Facilities	11/08/04	09/01/21

Justification

Retirement



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BOARD OF TRUSTEES ACTION P4C

Approval Date: September 9, 2021

Resolution

Retirement: Support Staff

Submitted By

Dr. Eric M. Friedman, President

Dr. Brock Fisher, Vice President, Academic Affairs

Ms. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To approve the retirement of the following individual:

<u>Name</u>	<u>Position/Division</u>	<u>Hire Date</u>	<u>Effective Date</u>
Geraldine Farrell	Administrative Secretary / Health Professions / Academic Affairs	02/19/03	11/01/21

Justification

Retirement



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BOARD OF TRUSTEES ACTION P5A

Approval Date: September 9, 2021

Resolution

Resignation: Confidential Staff

Submitted By

Dr. Eric M. Friedman, President

Mr. Ron Spaide, Chief Information Officer

Ms. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To approve the resignation of the following individual:

<u>Name</u>	<u>Position/Division</u>	<u>Hire Date</u>	<u>Effective Date</u>
Tyler Beebe	Managing Director, Systems Integration / Information Technology	05/27/14	09/03/21

Justification

Resignation



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BOARD OF TRUSTEES ACTION P5B
Approval Date: September 9, 2021

Resolution

Resignation: Support Staff

Submitted By

Dr. Eric M. Friedman, President

Mr. Christopher Talmo, Managing Director, Custodial Operations

Ms. Yvette Aviles, Assistant Director, Human Resources

Action Requested

To accept the resignation of the following individual:

<u>Name</u>	<u>Position/Department/Division</u>	<u>Hire Date</u>	<u>Effective Date</u>
Desmond Aultmon	Custodian / Buildings and Grounds	02/04/21	08/11/21 (retroactive)

Justification

Resignation



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BOARD OF TRUSTEES ACTION P5C
Approval Date: September 9, 2021

Resolution

Resignation: Professional Staff

Submitted By

Dr. Eric M. Friedman, President

Mr. Ron Spaide, Chief Information Officer

Ms. Yvette Aviles, Assistant Director, Human Resources

Action Requested

To accept the resignation of the following individual:

<u>Name</u>	<u>Position/Department/Division</u>	<u>Hire Date</u>	<u>Effective Date</u>
Tarek Yasin	Network Administrator II	06/28/21	08/20/21

Justification

Resignation



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BOARD OF TRUSTEES ACTION P5D

Approval Date: September 9, 2021

Resolution

Resignation: Professional Staff

Submitted By

Dr. Eric M. Friedman, President

Dr. Ralph Choonoo, Interim Vice President, Student Affairs

Ms. Yvette Aviles, Assistant Director, Human Resources

Action Requested

To accept the resignation of the following individual:

<u>Name</u>	<u>Position/Department/Division</u>	<u>Hire Date</u>	<u>Effective Date</u>
Ian Wolf	Coordinator – Student Conduct	06/06/16	09/15/21

Justification

Resignation



BOARD OF TRUSTEES ACTION P6
Approval Date: September 9, 2021

Resolution

Rescind Appointment: Clinical Coordinator

Submitted By

Dr. Eric M. Friedman, President

Dr. Brock Fisher, Vice President, Academic Affairs

Ms. Yvette Aviles, Assistant Director of Human Resources

Action Requested

To rescind the appointment of the following individual as Clinical Coordinator (P1B, June 1, 2021):

<u>Name</u>	<u>Department/Division</u>	<u>Effective Date</u>	<u>Annual Stipend</u>
James Zuzzolo	Radiation Therapy / Health Professions	09/01/21	\$2,375.00

Justification

Rescind the appointment as Clinical Coordinator due to his remaining an adjunct faculty member.