

Summary of Proceedings
Meeting of the Board of Trustees
Tuesday, February 13, 2024
5:00 p.m., via Zoom

Trustees Present: Edward DeFazio; Sally Elwir (Student Alumni Representative); Pamela Gardner (Secretary/Treasurer); Frank Gargiulo; Roberta Kenny; William Netchert (Chair); Jeanette Peña; Christopher Reber; Silvia Rodriguez; and Harold Stahl.

Trustees Absent: Bakari Lee (Vice Chair) and Joseph Doria

Comments from the Public: There were no comments from the public.

Report:

1. Student Government Association President's Report

Student Government Association President Lisa Camacho offered the following report.

Good evening trustees, faculty, staff, students, and guests. I want to thank the College and Office of Student Life and Leadership for the opportunity to attend the Association of Community College Trustees (ACCT) National Legislative Summit in Washington D.C. It was an amazing conference with many great speakers and workshops.

The updates for the Student Government Association (SGA) are as follows.

We are planning our first leadership workshop, Skills with SGA. This will occur on March 12 from 3:30 p.m. to 5:30 p.m. in the Multipurpose Room on the second floor of the Student Center. This is an event to teach students valuable leadership and career development skills.

SGA hosted our first recruiting event, S'mores with SGA. It was interactive with five e-board members providing information about SGA and how to join. Many students enjoyed s'mores and hot chocolate, and we recruited several members. We will have another event on February 20 in the Student Center, so please stop by if you want a s'more!

SGA has also taken strides in planning our annual multicultural day event. This year, we have teamed up with Phi Theta Kappa for Multicultural Game Day. At this event, we will have childhood games from different cultures and various diverse cultural cuisines for everyone to indulge in. This event will take place in the Student Center on March 15.

We recently gained two executive board members. Najwa Essaki is our Director of Record Keeping, and Nina Resurreccion is our Director of Community Service. I cannot wait to see what new ideas they bring to SGA. Congratulations to them both.

Updates from other clubs are minimal because it is still the beginning of the semester. Most have been holding general meetings and meetings with the Director of the Inter-Club Council to discuss and plan future events for these upcoming months.

This concludes what I have for everyone today. Thank you for listening, and have a great evening.

Chairman Netchert offered the following remarks.

Trustee Lee is sick tonight, so I'll say it for him. Your participation was appreciated, and you conducted yourself well, as did all of our students at the ACCT NLS. We are all proud of you.

2. All College Council Chair's Report

All College Council Chair, Dr. Christopher Cody, offered the following report.

Hello, Trustees.

I hope you're all doing well. It's nice to join you all virtually tonight.

A few things to highlight: Yesterday, the North Hudson Campus (NHC) had the ribbon-cutting ceremony for the new Courtyard Café. The much-anticipated Social Justice Symposium is coming up and will be held from February 26 to March 1. I hope to see you all there. We've also submitted a proposal to the National Institute for Staff and Organizational Development (NISOD) to present our lessons learned and perspectives from our first year as the All College Council (ACC) Executive Board. We hope to be accepted so that we can present the benefits of shared governance.

I will now provide the latest updates from the ACC committees:

- The Academic Senate is a beehive of activity. Their subcommittees on the college-wide grading scale and incomplete policies have gathered data on how other two- and four-year institutions have structured their policies. Once these reviews are completed, both subcommittees will draft proposals on recommended actions. Also, in collaboration with the Center for Online Learning (COL), two new statements on universal technology have been approved to be added to the college's universal syllabi.
- The Student Affairs Committee is working with Space and Facilities to secure lactation rooms on both campuses. The committee is busy supporting the Hudson Helps Resource Center with a fashion show event that will take place on February 28. There will be a cocktail hour, reception, and a fashion show, where many ACC members will be models for the sophisticated clothing offered to our students from the Career Closet.
- The Technology Committee reports that Course Dog and Fischer Identity are now live across the College. The committee also continues to investigate the feasibility of wayfinding technology to ease navigation around the campuses.
- The Development and Planning Committee is working on targeting big and small donations. To that end, they have been collecting testimonials from those who have given in the past and from students who are recipients of scholarships. They've completed a survey that was sent to all the schools on what methods of donation work best for various subsets of the community, and they are currently analyzing those data.
- The College Life Committee is taking sole responsibility for the Steps for Wellness initiative. This was a collaboration between the committee and HR in the past, but we are excited for it to fall

exclusively under the umbrella of ACC activities. The program is slated to start in March and will be an eight-week program.

- The Space and Facilities Committee is looking into space for a prayer room at the NHC. It is also involved in preparing to install vending machines in the STEM Building this semester.

Thank you to all who continue to make these reports successful, including all the committee members, Dr. Reber and the Cabinet, ACC Vice Chair Raffi Manjikian, and ACC Secretary Sarah Teichman!

3. President's Report

President Reber offered the following remarks.

Good evening, Trustees.

Before we begin, I ask you to join me in a moment of silence for victims of war and violence in the Middle East, Ukraine, and throughout the world.

Moment of Silence.

Thank you.

We condemn violence and hatred of all kinds, including antisemitism and Islamophobia. We support one another in times of difficulty and strive to be a community that is respectful of – and safe for – everyone.

Lisa and Chris, thank you for your reports and leadership.

Trustees Lee and Gardner, Alumni Representative Sally Elwir, and SGA President Lisa Comacho, it was a pleasure attending and participating with all of you – and SGA Vice President Natalia Amin Montero, alumna Keischa Taylor, and alumnus Warren Rigby – at last week's ACCT National Legislative Summit in Washington, DC.

We participated with 13 other New Jersey community college representatives in multiple meetings and presentations, and we visited members of our legislative delegation on Capitol Hill where we discussed the legislative priorities of our national community college sector and our New Jersey community colleges.

ACCT's latest national publication, the spring 2024 edition of *Trustee Quarterly*, was distributed to all of the conference's more than 1,300 attendees in Washington in addition to colleagues throughout the nation. A page in that publication was devoted to Trustee Bakari Lee as this year's recipient of the M. Dale Ensign Trustee Leadership Award. Trustee Lee, thank you again for your leadership, advocacy, dedication, and excellence in support of HCCC, the New Jersey Council of County Colleges, and our nation's community colleges.

And Trustee Gardner, thank you for your continued leadership and service on the ACCT Committee on Diversity, Equity, and Inclusion representing the Northeast Region of the United States. Trustee Gardner arrived in Washington ahead of the NLS to participate in meetings of the ACCT Diversity, Equity, and Inclusion Committee, and, as always, she represented us exceedingly well.

Last evening, members of the HCCC Latino Community Advisory Council met in the Culinary Conference Center. The Banquet Room was packed with attendees. This was the most well-attended meeting since we formed the Latino Advisory Council several years ago.

We thank Trustee Silvia Rodriguez for joining us, in addition to her son, newly elected Assemblyman Gabriel Rodriguez, and his wife, Ammie Salom-Rodriguez, our newest member of the Latino Advisory Council. Trustee Rodriguez, thank you for your leadership and support.

On today's agenda are two resolutions that represent milestones on our HCCC journey of excellence in support of student success, and diversity, equity, and inclusion.

In a few moments, you will act upon a recommendation to approve a general construction contractor for the HCCC Tower. This long-awaited and planned project will transform our campus.

As you are aware, the Tower will include a student one-stop center, NCAA regulation gymnasium, wellness center, black box theatre, university center for offering baccalaureate degrees on campus by partnering colleges and universities, state-of-the-art classrooms, office space, and much more. The Tower will be the latest state-of-the-art facility in our rapidly expanding Journal Square neighborhood and will significantly enhance our presence and delivery of programs and services to the community. We eagerly anticipate breaking ground in the spring and expect to hold a ribbon cutting to open the Tower in fall 2026.

A project of this magnitude and significance results from the planning, advocacy, leadership, and due diligence of many members of the HCCC family and our community partners. It is a point of pride for all of us.

This evening, I want to thank four people for their extraordinary, long-term leadership that has been at the forefront of bringing this transformational project to fruition.

First and foremost, we thank and salute our Board Chair, William Netchert, who has led every step of the challenging, sometimes thorny, multiple-year process of making the dream of the Tower come to fruition. Chairman Netchert chairs our Capital Projects Advisory Committee, where the Tower has been discussed at every meeting in my nearly six years as president and long before I arrived at HCCC. Chairman Netchert, thank you for your extraordinary leadership and perseverance!

We also thank long-serving and recently retired County Executive Tom DeGise, a talented and dedicated public servant, educator, and great friend of HCCC. County Executive DeGise worked closely with his good friend, Chairman Netchert, over many years to guide the extraordinary development of this transformational, nationally recognized college. County Executive DeGise's support and leadership were instrumental in realizing this newest manifestation of our mission of service to students and the communities of Hudson County – the HCCC Tower.

And, we thank President Emeritus Glen Gabert, who served and led the development of this college with conviction, dedication, and love for a quarter century. When I had the honor of taking the presidential baton from Glen upon his retirement nearly six years ago, the Tower had been fully planned, thanks to his leadership. Glen, I hope your ears are burning in Chicago this evening.

And, very importantly, we thank our dedicated colleague, Vice President for External Affairs, Strategic Initiatives, and Senior Counsel to the President, Dr. Nicholas Chiaravalloti, who has led myriad operational plans and outcomes that have made possible the milestone moment we have arrived at this evening.

Bill, Tom, Glen, and Nicholas, thank you for your extraordinary leadership and service to Hudson County Community College!

This evening's agenda also includes a resolution endorsing the creation of an Intercollegiate Athletics and Intramural Sports Program at Hudson County Community College. I have asked our Athletics and

Intramurals Task Force co-chairs, Dr. Chiaravalloti, and Dean of Student Affairs Dr. David Clark, to discuss athletics and intramurals planning and the next steps.

David and Nicholas, the floor is yours!

Dr. Nicholas Chiaravalloti and Dr. David Clark presented the [HCCC Athletics and Intramurals Plan and Next Steps](#).

Dr. David Clark offered opening remarks.

Thank you, Dr. Reber, for giving us this opportunity to bring everyone up-to-date on our plans to integrate intercollegiate athletics into the new Tower.

Our committee began its work in June of 2022, and represents a cross-section of members from our college community who have supported and advocated the creation of intercollegiate athletics at HCCC. Our plans include active engagement with the College and the wider community as we develop our mascot, uniforms, and more. We're grateful to our core team for their unwavering support from the outset.

I'd like to extend a heartfelt acknowledgment to former Dean of Student Success, Dr. Sheila Dynan. As an initial co-chair with Dr. Chiaravalloti, her contributions were essential. Although she has retired, her legacy endures, and I'm honored to succeed her as co-chair.

Building on this groundwork, we hired a consultant who conducted numerous meetings, both in-person and virtually, culminating in a comprehensive report. This report, presented at a Town Hall in April 2023 and submitted in June 2023, has been officially accepted by the college.

Our committee has conducted a SWOT analysis—identifying strengths, weaknesses, opportunities, and threats. We firmly believe that establishing intercollegiate athletics will mutually benefit HCCC and the local community, particularly in attracting student-athletes. This initiative promises to enhance community engagement and provide the thrill of collegiate competition. With Hudson's pride already strong, this initiative will amplify camaraderie and raise the college's profile. Our achievements to date are just the beginning; we foresee a future where our athletics program brings home national championships and garners widespread recognition.

Dr. Nicholas Chiaravalloti offered remarks.

I want to thank Dr. Robert Bunnel, Athletics Director at Salem County Community College, for his consultancy and continued support throughout our journey. The most anticipated question we've faced is about our sports timeline. According to the final report presented to the board, the reintroduction of athletics is planned in conjunction with the Tower project, aiming for the 2026-2027 academic year, spanning from winter 2026 to spring 2027.

We are excited to announce the return of men's and women's basketball, which will be followed by volleyball, track, soccer, baseball, and softball. This decision reflects the high school-level interest and student participation in these sports. Our timeline is dynamic and will adapt to changes in high school sports trends and the guidance of our Athletics Director.

Key immediate steps include applying for membership in the NJCAA Region 19 and the Garden State Athletic Conference this semester. This aligns with our announcement of the reintroduction of collegiate athletics, for which we hope to receive your endorsement tonight.

Our aim is to appoint a full-time Director of Athletics this fall to spearhead the program's implementation, including the recruitment of basketball coaches. We've received overwhelming

support, both internally and from community stakeholders such as elected officials and high school athletic directors.

President Reber has emphasized that our athletics program is an extension of our academic mission. We are committed to nurturing student-athletes who excel both on the field and in the classroom. Research shows that athletics programs boost enrollment and graduation rates, with student-athletes often graduating at higher rates than their peers. They also enhance student engagement, community involvement, and diversity within the student body.

Ultimately, our goal is to leverage athletics to elevate the Hudson County Community College brand and foster a legacy of excellence. Thank you for your time. David and I are always available for questions.

President Reber offered remarks.

Nicholas and David, thank you for your stellar leadership in this exciting next step on our student success and diversity, equity, and inclusion journey.

With Nicholas's and David's support and the help of our consultant, we're projecting that within five years, and the implementation of the ten planned sports, this program will become at least expense-neutral. There will be lead costs as we develop the program and add to it each year and those will be integrated into our budget planning. But eventually, when we have a critical mass of student-athletes, we expect this to be a self-sustaining program and to benefit the continuing work we're doing to enhance the retention of students.

Chairman Netchert asked a question.

Why must the athletic director be on board in the spring?

Dr. Nicholas Chiaravalloti offered remarks.

Schedules are prepared two years in advance. Since we will be admitted to the conference soon, we need someone to represent us at the conference, hire coaches, and give those coaches anywhere from six months to preferably a year of recruitment opportunity.

We've submitted a budget proposal that begins from the first year and spans out until we're fully staffed. In the budget, Vice President of Finance Veronica Zeichner and I have acknowledged that there will be some early costs, including the athletic director's salary. We also have membership fees and other associated fees that need to be included in the budget. We will circulate the budget for all to see where the monies have been allocated.

I would also like to add that the Task Force has initiated an analysis of intramural athletics. Although our initial focus is on intercollegiate sports, the completion of the new gymnasium will pave the way for expanded intramurals programs. Dr. Clark and the Student Affairs team bring an abundance of experience to these initiatives, creating a more inclusive community among all students, not just athletes.

Chairman Netchert offered remarks.

In my opinion, there's a segment of the population that finishes high school but doesn't pursue higher education or have any clear direction. They end up hanging out on the corner and eventually encounter trouble, but providing an incentive could be a valuable tool to engage them. As a former prosecutor, we see too many high school graduates lost to the streets instead of advancing to higher levels of achievement. Among them are some of the world's most talented athletes, who then leave their desire

to continue their education. If we can nurture their passion for sports, perhaps we can inspire a passion for learning.

Trustee Peña offered remarks.

Thank you, Dr. Reber. I recall our initial conversation during my daughter's swim practice, and we had a great dialogue about the importance of sports and the role that they play. It is clear that we must nurture not just the mind but the entire body. Our goal is to cultivate well-rounded, healthy, and successful students.

Chairman Netchert offered remarks.

As Nicholas said, it's about more than just the team. It incorporates the curriculum, education, certificates and beyond. We should anticipate interest from the local community in our facilities. The demand from the people in Journal Square includes a gymnasium and we must plan for its use through the intramurals and sports programs.

President Reber offered remarks.

Earlier today, Trustee DeFazio sent me a beautiful article, a true story about a gentleman who had lost his way and then stumbled upon involvement in athletics at LaGuardia Community College. This experience turned his life around. It's a beautiful piece about the transformative role of community college athletics. I will share that article with you in the *Green Memo* this Friday. Thanks for sharing it with us, Trustee DeFazio.

Trustee DeFazio responded.

You're welcome.

President Reber offered closing remarks.

Mr. Chairman. I have one more item, if I may.

A few hours ago, the American Association of Community Colleges (AACC) announced the national finalists in each of 11 categories for their 2024 Awards of Excellence. Each category has between 3 and 6 national finalists; a single award winner will be selected among the finalists in each category and announced at the AACC National Convention in Louisville, Kentucky, in early April.

I'm delighted to share that Hudson County Community College and HCCC faculty, staff, and a trustee are finalists in a staggering 7 of the 11 categories.

There's no other college with so many finalists. It's usually one category if you're lucky. We are finalists in these AACC award categories: Advancing Institutional Equity and Belonging; Faculty Innovation - we congratulate Jeremiah Teipin who is our professor of Computer and Digital Arts and Design; Student Success Rising Star Manager - we congratulate Matthew LaBrake, who is the Executive Director of our Center for Online Learning; Faculty Member of the Year - we congratulate Dr. Clive Lee, Assistant Professor of STEM; Trustee of the Year - we congratulate Chairman Netchert; and, last but not least, CEO of the Year, and I'm honored.

That's a great note to end on. This concludes my report. Thank you for your support.

Chairman Netchert offered the following remarks.

Thank you, President Reber.

I was fortunate to watch the ribbon cutting of the North Hudson Café, and the excitement that our students and faculty showed for the place. I'm glad we found a space for its anticipated utilization and design. Joe Caniglia believed it was a great addition to the North Hudson Campus and this proved true. I'm excited for all of us.

Regular Monthly Reports and Recommendations

1. The Minutes of the Regular Meetings of January 23, 2024 were approved.

The following actions were taken concerning **Fiscal, Administrative, Lease, and Capital Recommendations** brought forward by the Administration and endorsed by the Finance Committee.

1. Resolution Authorizing Award of Construction Services for the Academic Tower to be funded through Chapter 12 at a cost not to exceed \$83,500,000 was approved.
2. Resolution Authorizing Architectural and Engineering Services for HVAC Upgrades and Replacements to be funded through Chapter 12 at a cost not to exceed \$157,300 was approved.
3. Resolution Authorizing Renewal of Nutanix Software to be funded from the operating budget at a cost not to exceed \$320,047 was approved.
4. Resolution Authorizing Temporary Staffing from Robert Half Management Resources for the Office of Advancement and Communications to be funded through Chapter 12 at a cost not to exceed \$977,280 was approved.
5. Resolution Authorizing Temporary Staffing from Robert Half Management Resources for the Office of Accounting and Finance to be funded from the operating budget at a cost not to exceed \$40,000 was approved.
6. Resolution Authorizing Purchase of Commencement Regalia to be funded by the Student Life Fee (SLF) at a cost not to exceed \$40,200 was approved.
7. Resolution to Approve May 16, 2024 Commencement Date and Venue to be funded by the Student Life Fee (SLF) at a cost not to exceed \$55,488 was approved.
8. Resolution Authorizing Collection Services with no fee increases over prior year's contracts was approved.
9. Resolution Authorizing Agreement with County of Hudson to pay the College to provide the technical and computer training to Hudson County employees an amount not to exceed \$70,000 was approved.
10. Resolution Rejecting and Awarding IT and Data Installation at the North Hudson Campus to be funded by the Federal Earmark Grant at a total cost of \$90,560 was approved.

The following actions were taken regarding **Personnel Recommendations** brought forward by the Administration and endorsed by the Personnel Committee.

1. The resignations of a Director of Career Services, and a Hudson Scholars Academic Counselor were accepted.
2. Appointments of Full-time Staff were approved.
3. Appointment of Temporary Full-time Staff was approved.
4. Appointment of Temporary Full-time Faculty was approved.

5. Authorizations of Part-time Staff through February 2025, as needed, were approved.
6. Appointments of New Hire Adjunct Instructors were approved.
7. The following Modifications to the Staffing Table were approved:

Current Approved Title	New Title	Incumbent (If applicable)	Salary Grade and Salary Adjustment (If applicable)	Effective Date
N/A	Customer Service Representative (Grant-funded)	N/A	103	February 16, 2024
Assistant Director, Early College	Associate Director, Early College	Cristhian Altamirano	Salary Grade Change From 113 to 115 Salary Adjustment From: \$58,710.00 To: \$66,952.69	February 16, 2024
Registrar	N/A	Victoria Orellana	Salary Grade Change From 119 To 120 No Salary Adjustment	February 16, 2024
Student Success Coach	Academic Counselor	Meghry Tutunjian	Salary Grade Change From 109 to 113 Salary Adjustment From: \$47,478.88 To: \$56,157.10	February 16, 2024
Associate Registrar	N/A	Irma Williams	Salary Grade Change From 115 to 119 Salary Adjustment From: \$79,120.30 To: \$84,120.30	February 16, 2024
Student Success Coach	Academic Counselor	Joycelyn Wong-Castellano	Salary Grade Change From 109 to 113 Salary Adjustment From: \$47,740.50 To: \$60,828.17	February 16, 2024

8. Resolution to Approve Amended Policy on Non-Discrimination and Anti-Harassment was approved.

The following actions were taken regarding **Academic and Student Affairs Recommendations** brought forward by the Administration and endorsed by the Academic and Student Affairs Committee.

1. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and New Jersey Imaging Network (NJIN) for Clinical Experiences in HCCC's Radiography Program was approved.
2. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and American Dream Mall was approved.
3. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Marest New Jersey, LLC was approved.
4. Resolution Authorizing Renewal of the Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and New Jersey Future was approved.

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5. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and St. Joseph's School for the Blind was approved.
6. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and The County of Hudson for the County Wide Clean Water Campaign was approved.
7. Resolution Authorizing Initiation of a Proficiency Certificate in Metalworking was approved.
8. Resolution Authorizing Academic Calendars for Winter, Spring, and Summer 2025 Terms was approved.
9. Resolution Endorsing the Creation of an Intercollegiate Athletics and Intramural Sports Program at Hudson County Community College (HCCC) was approved.

The was no **New Business**.

The **meeting was adjourned** at 5:50 p.m.

The minutes of the Board of Trustees Meeting, upon approval, are available in the College Library, the President's Office, and on the College website.