

Summary of Proceedings
Meeting of the Board of Trustees
Tuesday, May 17, 2022
5:00 p.m., via Zoom

Trustees Present: Joseph Doria; Karen Fahrenholz (Secretary/Treasurer); Pamela Gardner; Frank Gargiulo; Roberta Kenny; Bakari Lee (Vice Chair); William Netchert (Chair); Jasmine Ngin (Student Alumni Representative); Christopher Reber; Silvia Rodriguez; and Harold Stahl.

Trustees Absent: Jeannette Peña

Comments from the Public:

Michael Ferlise offered the following remarks.

Good evening, Chairman Netchert, Vice Chair Lee, Trustees, and President Reber.

I am very happy to be here this evening to share with you news – that you no doubt already know – that the Professional Association overwhelmingly ratified our Memorandum of Agreement with the College this past Wednesday.

74% of our members voted. Of those who voted, 95% voted yes to ratify. We hope the Trustees, in reviewing this document and the exceptional work and thought that went into it over the past year and a half, also feel it deserves their approval.

There is, in fact, quite a lot of good news here to share with you in this agreement that – without exaggeration – represents the ongoing transformation of our College, culture and morale.

Without going into details, four items in this agreement are of exceptional significance. The continued commitment in parity and equity in faculty salaries; the greater professionalization and support of the union with release time for its leadership; the realignment of teaching overload within the norm of other colleges; and, not least, the revised provisions for discipline that better protect the College, our students, and faculty alike.

I feel proud, as I am sure Chris does, not only for the ability of these items to improve people's lives, which they certainly do, but also for the fact that both the Union and the College administration took principled stances in order to get there and made good on our commitments to do the right thing – which is not always easy.

These changes are the hard-earned results of the continued collaborative effort and goodwill on both sides to place HCCC on a new footing that, I believe, should we continue in this spirit, will make us second to none in New Jersey community colleges. It is no exaggeration to say that we can become the model to which others aspire.

The dramatic changes and progress that have taken place at our school over the last four years, as I have often noted in public, are not and cannot be accomplished alone.

The Professional Association, our faculty's trust in us to represent them fairly and vigorously, the President and his administration, and the Trustees' continued support make possible these important and life-changing efforts – life-changing, of course, for individual members and students, but also for the institution itself.

Special recognition has to be given here to Chris Reber for the positive change he has brought to our institution and - perhaps even more – for the opportunity for change and the inclusivity he has championed and continues to make possible.

Not everything is perfect, of course, and we are not “there” yet. Not everything went according to plan in these negotiations. And there is certainly room for improvement and continued progress in equity and areas such as professional development, promotion, and others that merit serious institutional reflection and consideration. But the basics are there – or, at the very least, they're getting there.

What seems exceptional to me regarding our current circumstances is that despite differences in views or interpretation of things between faculty and administration, we equally believe in the recognition and dignity of others. We believe in the process of reaching an agreement, compromising for the greater good, respecting each other's differences, and taking the other's view into account while trying our sincere best to reach unity and agreement.

Is it easy? No, it is not easy. But we remain optimists of the will and committed to the process! I believe all of this was reflected in our last contract and again in the current MOA before you.

As much as we have already accomplished and are prepared to accomplish going forward, I sincerely hope that years from now, members of the college, old and new, will look back on our accomplishments during these rich and promising times and see this not as the height of our College's development and culture, but only its earliest beginnings. Only we, in our diversity and striving for unity, will make it so.

In closing, I would like to thank our negotiation teams:

Many thanks go to the remarkable work and unparalleled commitment of Tony Acevedo, Lauren Drew (our new Vice President), Sean Egan, Sirhan Abdullah, and Maury Koffman, our NJEA rep. Thanks also to Anna Krupitskiy, Darryl Jones, Veronica Zeichner, Ramon Rivera, and Sarah Tornetta.

Thank you very much.

Chairman Netchert offered the following remarks.

On behalf of all of the Trustees, I could tell you that we understood the frustrations concerning the salaries. We were limited in that Chapter 12 lets us build beautiful buildings, but it doesn't allow us to pay the people who make them worth something.

When Chris got here, Bakari, Karen, and I committed the Board to prioritize structuring our salaries. First, it would increase the morale, and second, it would prevent what was happening, which was people breaking their teeth at HCCC and then leaving for a place with more money. I think we've done that, and we're proud of that ourselves and this by no means is the end.

I would be remiss if I didn't say that a lot of it is due to the County Executive as well, because when Dr. Reber got here, we went hand in hand, triggering that this was the best time if there was a good time to ask for help and getting us to where we needed to be. He was more than accommodating to us, so I'm

happy to hear you speak as you do; that's what we're here for, that's what we're trying to do, and I'm so glad that you think we've been doing the right thing.

Trustee Lee offered the following remarks.

I'll just echo what you said. It's been a long time coming. As you said, employees of the College have come in, cut their teeth here, and then not going on to better places but going to the more lucrative places. It was something we've struggled with for a long time. I am glad to have Dr. Reber on board, who was able to assemble the team and expertise to put this all together and get us to a new place. It's an honor to be on the Board that works collectively under your leadership, Bill, and to provide the guidance and leadership to make it work.

Jose Lowe offered the following remarks.

Good evening, Trustees, Dr. Reber, faculty, staff and students.

My name is Jose Lowe and I was a member of the Academic Administrative Association Negotiations Committee.

On behalf of the Academic Administrative Association, I would like to thank Dr. Reber, the Hudson County Community College Negotiation Team, and the Board of Trustees for advancing the new Memorandum of Agreement last week. We are very grateful for the results and the hard work poured into the agreement, especially the Evergreen project. When we emailed the passing results of the agreement ratification to the memberships, we received many congratulatory messages. We appreciate the time, effort and persistence committed to this new MOA. I also want to specifically thank our negotiations committee: Christine Peterson, who couldn't be here today, Chris Conzen, and Veronica Gerosimo. Once again, thank you, Trustees, for this great news that we've been receiving these past few days.

Patrick Del Piano offered the following remarks.

Good evening, everybody, Trustees, and Dr. Reber.

Thank you very much to you and the negotiation teams. We worked hard until we came to an agreement on both sides, which we ratified on Thursday with numerous votes. Now, it is up to the Board of Trustees to take the next step and approve authorizing the Collective Bargaining Agreement.

Thank you, everybody, it's been a pleasure!

Chairman Netchert offered closing comments to the public.

Leaders of associations, we are as happy as you are that we're at a point where we're comfortable with the resolutions we're approving.

Reports:

1. Student Government Association President's Report

Student Government Association President, Angel Beebe, offered the following report.

Good evening, Trustees, Dr. Reber, faculty, students, and guests.

I want to start by thanking you for welcoming Sally Elwir last month with open arms as she attended and spoke for me.

Last month, SGA planned three big events for the remainder of the semester. On April 19, we hosted our first-ever Arab Heritage Fashion Show organized by SGA's Vice President, Sally

Elwir, and SGA's Director of Diversity, Equity and Inclusion, Yasmeen Abdelaziz. It featured and celebrated ten different Arab countries. There were refreshments and a raffle for all in attendance. Thank you, Professor Bach, for being a wonderful MC, and thank you, Dr. Reber, for attending the event.

On April 27, we hosted our LGBTQIA+ Student Social in honor of HCCC Pride Month. There was Drag Bingo hosted by Harmonica Sunbeam, DIY rainbow candles, tie-dye shirts, rainbow cupcakes, pronoun buttons, karaoke, and much more! This event was organized by SGA's Director of Communications, Christian Rodriguez.

Finally, our biggest event of the semester is the upcoming SGA Summer Kick-off Festival. Our Winter Festival in December was a huge hit, and we wanted to provide a similar event for this semester. We will have multiple carnival games, food, and a bouncy house. Students may bring their family and friends to enjoy this nice fun-filled day. The Summer Kick-off will be on May 21, 2022. We already have 86 confirmed attendees. I am extending an invitation in hopes you will attend and enjoy all the hard work we put into this program.

As Commencement is right around the corner, SGA held elections. Our process started a few months ago when we had new senators join the team. During that time, they learned how we functioned as an organization. Over that time, current E-board members and I have seen immense growth in their leadership development, and I am excited for what is yet to come next semester with the new executive board.

Thank you for your time. It has been a pleasure to speak this evening. I am happy to answer any questions or hear any suggestions you may have.

2. All College Council Chair's Report

All College Council Chair, Dr. Peter Cronrath, offered the following report.

Good evening, Trustees, Dr. Reber, and the HCCC community,

In my first academic year as Chair of the All College Council (ACC), I am happy to provide the Board with a year-end report. With the interest of time in mind, I will only express some highlights now, but the full committee reports will be submitted for the minutes.

Some All College Council highlights from the 2021-22 academic year include:

- The passing of one Charter Revision, four Governance Recommendations, and three Suggestions to the Administration, one being the Reimagining of Convocation for 2023.
- The addition of several syllabi statements, including statements in response to the COVID-19 pandemic, a Diversity, Equity, and Inclusion statement, and a Financial Aid Attendance statement.
- The adoption and implementation of adding DEI representatives to each standing committee and the Academic Senate starting fall 2022.
- The formation of the Academic Senate in fall 2021, which took over the role of the academic affairs committee and now has elected representatives from each division/school to contribute to the academic decisions of HCCC. The Senate also provided further transparency tenfold by having report-outs in each meeting from the following committees:

the Curriculum and Instruction Committee, the General Education Committee, the Online Learning Advisory Committee, and the Assessment Committee.

- There were also fun activities such as the Steps for Wellness exercise program (in its 2nd year), Paint-n-Sip functions on each campus, a Holiday Mixer, and the annual Dollars for Scholars event to raise money for student scholarships.
- Several surveys were also conducted by different committees to gather information from the HCCC community so problems, issues, and needs could be brought to the table for discussion.

With this enhanced shared governance model, working together and being inclusive of everyone's ideas on making HCCC a better place, we have accomplished a lot but plan to do even more next year.

I would like to thank all of the chairs for their hard work this year: Eric Adamson, Shannonine Caruana, Heather Connors, Faiza Fayyaz, Karen Hosick, Jose Lowe, Dr. Fatma Tat, Kyle Wooley, and Jing Yang. Thanks to the committee membership, elected representatives, and the administrative liaisons for all of their contributions. And I most importantly want to thank the executive committee: Vice Chair Sharon Daughtry and Secretary Karen Galli, whose efforts have contributed so much to the accomplishments of the ACC.

I want to conclude my report by thanking the Board of Trustees, Dr. Reber, and Dr. Jones for allotting the All College Council time each month to provide transparency in reporting what is happening at the college.

Thank you.

3. *President's Report*

President Reber offered the following remarks.

Good evening, Trustees and colleagues.

It is great to be together again.

Before I begin, please join me in a moment of silence for the victims of last weekend's horrific shooting in Buffalo, their families, and our national and world communities in this time of great challenge.

Moment of silence.

Thank you.

Angel and Peter, thank you for your reports and leadership.

This has been a very productive year for the All College Council, Student Government Association, and our Student Life and Leadership programs. I've never seen a college with more robust and supportive engagement of students, faculty, and staff. Thank you for your leadership this past year.

At last week's Kente Graduation Ceremony, where Trustee Gardner offered an inspirational keynote address, I met Angel Beebe's mother. Angel's mom shared that Angel has been accepted to Smith College in Northampton, MA, with an \$80,000 annual scholarship! She plans to major in Chemistry and minor in Africana Studies.

Congratulations, Angel! We are so proud of you and happy for you! Your future is so bright!

This evening's agenda includes several resolutions that represent a milestone achievement for our HCCC community. Trustees, as you are aware, you will act this evening on resolutions to approve new, three-year contracts for all four of our Collective Bargaining Units. These are the Professional Association; Academic Administrative Association; Adjunct Faculty Federation; and Support Staff Federation.

I so appreciate the remarks of Michael Ferlise, Jose Lowe, and Patrick Del Piano. Colleagues, thank you for working together to advance the College's Mission and serve our students and employees!

Also included on this evening's agenda is a resolution to adopt the new Employee Compensation and Classification System that was created over the past two years to provide a structure, informed by data, to help ensure internal compensation equity and external market equity, and to modernize position descriptions and titles while also addressing issues of salary compression, among other very positive outcomes. This evening's agenda further includes resolutions to transition non-represented Confidential staff and part-time staff into the new Employee Compensation and Classification System in the same manner as union employees.

These outcomes reflect the input and contributions of HCCC community members from all parts of our College. The outcomes bring us full circle to achieving our shared goal of comprehensive updating and reform of our employee compensation, including equity considerations, employee support, and ongoing professional development. The outcomes are not perfect, and no one has gotten everything they wanted in this process, but we have made phenomenal progress that began with our last contract negotiations and will continue as we respond to new and changing circumstances over time.

I thank our HCCC Village for bringing us to this historic achievement that will make a lasting and positive impact on our College and its people for years to come.

And on behalf of all members of the HCCC family, I thank you, members of our Board of Trustees, for your full and unwavering support of this work.

This is a fine example of the dedicated, collegial and respectful community – which we call family – that was recognized last month by the National Institute for Staff and Organizational Development, and *Divirse Issues* Magazine, when they named Hudson County Community College one of the 24 “Most Promising Places to Work in Community Colleges” across America. Next week, immediately following Commencement, I will join a team of HCCC colleagues at NISOD's annual conference in Austin, Texas, where Hudson County Community College will be recognized and presented with this highly meaningful award.

Trustees, this evening you will also act upon a resolution to grant promotions to nine full-time faculty following the review and recommendations of our Faculty Promotion Committee and the recommendation of Vice President for Academic Affairs, Dr. Darryl Jones.

I have asked Dr. Jones to introduce and speak briefly about each of these faculty colleagues.

Dr. Jones introduced the faculty.

Thank you, Dr. Reber.

Good afternoon, Trustees, faculty, and staff.

Each year, at this time, it is my honor to recommend to the President our Faculty Promotion recipients. Before I introduce the faculty, please allow me to offer a few words about the Promotion process.

The Promotion Committee's evaluations were based on the criteria outlined in the Professional Association Agreement, which include Excellence in Teaching, Professional Development, Fulfillment of Professional Responsibilities, Service to the College and Community, Educational Requirements, and the respective Supervisor's Recommendation.

As you are aware, our faculty have substantive achievements in their teaching, scholarly activities, professional development, and service that make the College the unique institution that it is. Our Promotion Process is one important way in which to honor their work. There is a saying that is appropriate for this occasion: "Being ready isn't enough; you have to be prepared for a promotion and other significant changes."

Trustees, the faculty presented to you this afternoon are prepared, excited, and committed to continue assisting our students with accomplishing their dreams!

This year we have nine faculty members advancing in ranks, and it gives me pleasure and pride to introduce them at this time:

Promotion From Assistant Professor to Associate Professor

Antonio Acevedo joined HCCC in 2013 as a Lecturer. In 2018 he became a tenured, full-time faculty member and Coordinator of History and was promoted to Assistant Professor in 2019. He also serves as Coordinator of History. Antonio holds a Master of History degree from San Diego State University and a Bachelor of Arts in History from California State University. He participates on various committees, including the Committee to Revise the All College Council Charter, the Joint Task Force on Coordination, and the President's Advisory Council on Diversity, Equity, and Inclusion. In 2018, he also served as a Lead Editor for the Middle States Accreditation Self-Study Report. In the past, Antonio has been the advisor for the Honors Program, Student Council, and Music Clubs.

Alison Bach was hired as an adjunct instructor in 2009. In 2012, she accepted the full-time position of Instructor of English. Alison was granted tenure in 2017 and was promoted to Assistant Professor of English in 2018. She holds an MFA in Creative Writing in Fiction from Sarah Lawrence College and a Bachelor in English from Middlebury College. She served as Chair of the General Education Committee, she is a member of the Online Learning Advisory Committee, and Scoring Committee, among others. Alison was the proud recipient of the Metropolitan Colleges Institute for Teaching Improvement Fellowship at Columbia University.

Joseph Gallo began his career at HCCC as an adjunct instructor and was hired as a full-time Instructor of Theatre in the fall of 2013. He was granted tenured status in 2018 and was promoted to Assistant Professor in 2019. At that time, he was tasked with designing the College's first theatre classroom. He served as Coordinator for Theatre and Film from 2012 to 2021. Joseph holds a Master of Fine Arts in Playwriting degree from Ohio University and a Bachelor of Arts in Journalism from Rowan University. He has served on various college-wide and community committees over the years. He has years of experience in film, television, and theatre development. Joseph was the recipient of the 2021 New Jersey Theatre Alliance Grant for New Work.

Dr. Jerry Lamb joined HCCC in 2013 as an Instructor of Criminal Justice. He was granted tenured status in 2018 and promoted to Assistant Professor in 2019. Dr. Lamb, to say the least, has an impressive educational background. He holds a Doctorate in Educational Leadership from Nova Southeastern University and a Master and Bachelor of Science in Criminal Justice from John Jay College. Dr. Lamb also holds a Master of Science in Administration and Supervision from Bernard Baruch College and a Master of Arts in Education from Hunter College. He serves on the Internal Review Board, has chaired the Academic Affairs Committee, and was an elected member of the Board of Education in Englewood, New Jersey.

Dr. Azhar Mahmood started his career at HCCC as an Instructor of Chemistry in 2013. He was granted tenured status in 2018 and later the title of Assistant Professor. He holds a Ph.D. from the University of Rhode Island and an MBA from Rutgers. He was the 2019 recipient of the Philip Johnston Communications Awards for Excellence in Teaching and the NSF Advanced Technology Education grant for Strengthening Community College and Workforce Partnerships in Construction Management. Dr. Mahmood developed and is the Coordinator for the AAS in Construction Management degree program. Dr. Mahmood is a sought-after consultant in Analytical Chemistry, Process Design and Development.

Denise Rossilli began her career at HCCC as an adjunct instructor in 2009, then temporary full-time in 2012, and eventually applied for and was offered a full-time position in 2013 as Instructor and Coordinator of Human Services. Denise was granted tenure in 2017 and was promoted to Assistant Professor in 2018. Presently Denise is working towards completing her Ed.D. in Higher Educational Leadership, Community College track, from Rowan University. She holds a Master of Arts in Clinical Counseling Psychology from Fairleigh Dickinson University. Denise has served as Chair of the All-College Council, co-chair of the Middle States Standard VII sub-committee, and the Presidential Advisory Search Committee.

Robin Anderson Singer was hired as a full-time Early Childhood Education Instructor in 2014. She was granted tenure in 2019 and the title of Assistant Professor. Robin is working towards her Ph.D. in Teacher Education and Development at Montclair State University. She anticipates completing the degree in 2023. She also holds a Master of Arts in Education of Children with Learning Disabilities from Columbia University. She serves on the American Education Research Association and the International Dyslexia Association and served on Curriculum and Instruction and Student Life committees. Robin is the recipient of the 2018 NISOD Excellence in Teaching Award.

Promotion From Associate Professor to Full Professor

Dr. Salim Bendaoud began his teaching career at HCCC in 2006 as an adjunct faculty member in STEM and became a full-time Instructor in 2008. Dr. Bendaoud was tenured in 2013 and promoted to Assistant Professor in 2014 and then Associate Professor in 2019. Dr. Bendaoud also served as the Interim Dean of STEM from 2018 to 2019. He holds a Ph.D. in Neuroscience and a Master of Philosophy in Biology from the Graduate Center of the City University of New York. In addition, he holds a Master of Science in Neuroscience from the College of Staten Island. Dr. Bendaoud developed the Biotechnology: Cell Biology course for the STEM Division. He has served on many committees, including the All-College Council, Academic Affairs Council, Tenure and Sabbatical Board, and Coordinator Task Force. Dr. Bendaoud was the recipient of the Academic Excellence Award in Neuroscience from the College of Staten Island in 2009.

Dr. Velino Joasil was hired at HCCC as an Instructor of Biology in 2010. He was granted tenure in 2015, promoted to Assistant Professor in 2016 and Associate Professor in 2019. He holds a

Ph.D. in Leadership for Higher Education from Capella University, a Doctor of Medicine degree from the Medical University of the Americas, and a Master of Science degree in Microbiology from Seton Hall University. Dr. Joasil has served as Chair of the Academic Affairs standing committee of the All College Council, a member of the President's Task Force on College Completion, Curriculum and Instruction, and the Professional Association Cultural Committee. Dr. Joasil is also on the advisory board for the Center for Teaching, Learning, and Innovation. He is the 2017 recipient of the National Society of Leadership and Success: Excellence in Service to Students Award.

Congratulations to the Faculty! Let's all show our gratitude for their accomplishment!

I would like to take this opportunity to thank Dr. Pamela Bandyopadhyay, who chaired the Promotion Committee, and all those who served on it. It is a particularly important assignment, and I appreciate the challenging work of the committee members. With the number of applicants to review this year, the committee contributed a great amount of their time. Thank you to all who served, our compliance officers, Anna Krupitskiy and Yeury Pujols, and our esteemed faculty, Claudia Delgado, Jeremiah Teipen, Mohammed Imam, Dr. Sirhan Abdullah, Katherine Buckley, Dr. Peter Cronrath, Cathie Seidman, Courtney Payne, and Dr. Ara Karakashian.

We wish all the newly promoted faculty much success as they continue their journeys at HCCC, and we especially thank them for their dedication to their students.

Dr. Reber, this concludes my remarks.

President Reber resumed his remarks.

Thank you, Darryl, and congratulations, valued faculty colleagues.

We all are looking forward to our Commencement Ceremony on Thursday, May 26, at Red Bull Arena in Harrison.

As you are aware, this will be our first on-ground graduation ceremony in three years, and the first ever at Red Bull Arena, located here in Hudson County. We expect more than 7,000 graduates, family members, friends, and faculty and staff to attend and celebrate the accomplishments of our students. This is also, of course, a celebration of the transformational outcomes of our HCCC Mission. Trustees, I look forward to participating with you and so many others in this celebration. And I thank the scores of faculty, staff, and students who have worked tirelessly to bring this major event honoring our graduates to fruition. Trustees, this concludes my report. As always, I would be happy to entertain any questions or comments you might have.

Regular Monthly Reports and Recommendations

1. The Minutes of the Regular Meeting of April 12, 2022, were approved.

2. Gifts, Grants, and Contracts Report

Hudson County Community College has received the following grants:

Title: New Jersey Career Accelerator Internship Grant Program (CAIGP)

Agency: Office of the Secretary of Higher Education (OSHE)

Purpose of Grant: To facilitate innovative connections between undergraduate students enrolled at Hudson County Community College, and employers, to create internship opportunities that can potentially lead to full-time employment following graduation.

College Administrator: Tatiana Gaona Zuniga

College Contribution: \$0

Award Amount: \$13,613.64

Title: Perkins V – Strengthening Career and Technical Education for the 21st Century Act

Agency: New Jersey Department of Education

Purpose of Grant: HCCC received notice of our FY '23 allocation to be utilized for direct instructional support for HCCC CTE programs, and an amendment was submitted for review and approval.

College Administrator: Nydia James

College Contribution: \$0

Award Amount: \$1,318,092.00

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 Architect and Engineering Services for the HCCC Tower Project and Payment for Services, to be funded from Chapter 12 at a cost not to exceed \$370,000, was approved.
2. Resolution to Approve May 26, 2022 Commencement Date and Venue, to be funded by the Student Life Fee at a cost not to exceed \$80,000, was approved.
3. Resolution Authorizing May 26, 2022 Commencement Reception Catering, to be funded by the Student Life Fee at a cost not to exceed \$60,000, was approved.
4. Resolution Authorizing Purchase of Interactive Projector Systems, to be funded by the American Rescue Plan (ARP) Grant at a cost not to exceed \$38,037, was approved.
5. Resolution Authorizing Purchase and Installation of ITV Equipment, to be funded by the American Rescue Plan (ARP) Grant at a cost not to exceed \$25,414, was approved.
6. Resolution Authorizing Renewal of Nutanix Software, at a cost not to exceed \$163,053, was approved.
7. Resolution Authorizing Renewal of Blackboard Software, at a cost not to exceed \$26,460, was approved.
8. Resolution Approving Payment for Emergency Camera System Repairs, at a cost not to exceed \$42,087, was approved.
9. Resolution Authorizing Sale of Personal Property at the estimated fair market value of each category of property less than \$25,000, was approved.

10. Resolution Rescinding Requests for Proposal for Student Services and Advising Platform was approved.
11. Resolution Authorizing Emergency Operations Plan for review to the Secretary of Higher Education, the State Office of Emergency Management, the Department of Health, and the Office of Homeland Security, was approved.
12. Resolution to Waive Student Tuition and Fees for Up to Six Credits during Summer 2022 Classes, to be funded by the American Rescue Plan (ARP) Grant, was approved.

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

1. The retirement of an ESL Professor was accepted.
2. The resignations of an Administrative Assistant, College Libraries; Academic Advisor; Director of Nursing; and Manager of Web and Portal Services were accepted.
3. Staff appointments to the following full-time positions were approved: Counselor, Educational Opportunity Fund; Student Services Assistant; Assistant Director, Educational Opportunity Fund; Student Services Assistant; and Accountant.
4. Appointments of Temporary Full-time Staff were approved.
5. Appointment of Full-time Faculty was approved.
6. The promotions of Full-time Faculty were approved.
7. Authorizations of Part-time Staff through May 2023, as needed, were approved.
8. Appointment of New Hire Adjunct Instructor was approved.
9. The following Modification to the Staffing Table was approved:

Current Approved Title	New Title/ Deleted Title (if applicable)	Incumbent (if applicable)	Salary Adjustment (if applicable)	Effective Date
N/A	Customer Service Manager, Continuing Education and Workforce Development	N/A	N/A	May 18, 2022
N/A	Au Pair Coordinator, Continuing Education and Workforce Development	N/A	N/A	May 18, 2022
N/A	NJBIA Coordinator, Continuing Education and Workforce Development	N/A	N/A	May 18, 2022
N/A	Director, Workforce Pathways, Continuing Education and Workforce Development	N/A	N/A	May 18, 2022
Development Assistant	Development Coordinator	N/A	N/A	May 18, 2022

10. Resolution Authorizing an Employee Compensation and Classification System was approved.
11. Resolution Authorizing Collective Bargaining Agreement Between Hudson County Community College and Hudson County Community College Academic Administrative Association was approved.

12. Resolution Authorizing Collective Bargaining Agreement Between Hudson County Community College and Hudson County Community College Adjunct Faculty Federation was approved.
13. Resolution Authorizing Collective Bargaining Agreement Between Hudson County Community College and Hudson County Community College Professional Association was approved.
14. Resolution Authorizing Collective Bargaining Agreement Between Hudson County Community College and Hudson County Community College Support Staff Federation was approved.
15. Resolution Authorizing an Increase in Base Salary for All Confidential Employees was approved.
16. Resolution Authorizing an Increase in Base Salary for All Part-Time Staff Employees was approved.

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

1. Resolution Authorizing Memorandum of Understanding Between Hudson County Community College and Hudson County Economic Development Corporation was approved.
2. Resolution Authorizing Memorandum of Understanding Between Hudson County Community College and the International Union of Operating Engineers Local 825 for the NJPLACE 2.0 Program was approved.
3. Resolution Authorizing Agreement with the Hudson County Department of Housing and Community Reintegration to Deliver and Expand the Academic Workforce Pathway Program in Partnership with the Department of Corrections and Rehabilitation was approved.
4. Resolution Authorizing Memorandum of Understanding Between Hudson County Community College and WomenRising, Inc. for the Delivery of Instruction in the Academic and Workforce Pathway Program was approved.
5. Resolution Authorizing Agreement Between Hudson County Community College (HCCC) and Montclair State University (MSU) for HCCC to Serve as a Practicum Environment for MSU's Master of Social Work Students was approved.
6. Resolution Authorizing Renewal of Affiliation Agreement Between Hudson County Community College and Hackensack Meridian Health for Clinical Experiences in Nursing was approved.

The following comments were made under **New Business**:

Trustee Fahrenholz offered the following remarks.

I am the liaison to the Foundation Board. Our Foundation Chair, Monica McCormick Casey, has asked me to bring a message to the Board of Trustees regarding our need to increase the database of the Foundation. We're a small community college competing with our four year university neighbors for philanthropic dollars. The past few years have been difficult for the Foundation as we find ourselves repeatedly asking the same assets to help us out. We're trying to increase our database and Monica has asked me for a thirty second commercial. If you could just think of someone that may be able to help us, someone you may know that would be interested in supporting our mission and fundraisers, particularly the gala and golf outing, please contact Assistant to the Vice President for Advancement and

Communications, Mirta Sanchez, and provide a name with the contact information. We would really appreciate it!

Trustee Lee offered the following remarks.

I want to congratulate all of the staff who received raises and plaudits here today through Dr. Jones and Dr. Reber.

The **meeting was adjourned** at 5:46 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.