HUDSON COUNTY COMMUNITY COLLEGE

Summary of Proceedings
Meeting of the Board of Trustees
Tuesday, February 21, 2023
5:00 p.m., In-person and via Zoom

Trustees Present: Joseph Doria; Pamela Gardner; Frank Gargiulo; Roberta Kenny; Bakari Lee (Vice Chair); Daniel Menendez (Student Alumni Representative); William Netchert (Chair); Jeanette Peña; Christopher Reber; and Harold Stahl.

Trustees Absent: Silvia Rodriguez

Swearing in of New Trustee

Judge Edward DeFazio was sworn in as a new member of the Board of Trustees. On behalf of the Trustees, Chairman Netchert welcomed Trustee DeFazio and congratulated him on his appointment to the Board.

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

Report:

1. ***Student Government Association President's Report***

   Student Government Association President, Sally Elwir, offered the following report.

   Hello, Trustees. It is a pleasure to be here in person.

   Since the beginning of the spring semester, the Student Government Association (SGA) has been working extremely hard to represent the study body. We kicked off the semester with a 'Back to School' mixer where students socialized and networked with peers, professors, and deans; all clubs and organizations had information tables; and we hosted trivia for students versus faculty. I thank the following for participating: Professors Chris Cody, Raffi Manjikian, and Salihia Yagoubi; Vice President Anna Krupitskiy; Andy Adler; and Franz Moncayo. I would also like to thank Dr. Lisa Dougherty, Dr. Alison Wakefield, Michael Ferlise, Dr. Sean Egan, and Kathryn Buckley for attending and connecting with the students. Lastly, I thank Angela Tuzzo, Veronica Gerosimo, and Delfin Ganapin for helping us coordinate this mixer.

   During the same week of the mixer, we collaborated with the Office of Student Life and hosted 'Spirit Week' with a different theme each day: Major Monday, Teal Tuesday, Win it Wednesday, Throwback Thursday, and Cozy Friday. Students won raffles by submitting pictures and videos and answering a series of questions. We received multiple entries, making Spirit Week successful, and we are excited to hold this again next semester.

   We began training the new executive board and welcomed the recently appointed Director of Record Keeping, Lisa Camacho. Our Inter-Club Council held a successful meeting with 25 student attendees

from other clubs and organizations last week, discussing many updates. On February 22, we invite all to join our Town Hall from 2:00-3:00 p.m. in the Student Center with Dean Bernadette So as our special guest. In collaboration with PACDEI, we are hosting a Diversity Fair on March 17, with performances, games, activities, food, and raffles. We encourage those attending to dress up in their cultural wear.

I will now speak more about the updates of our clubs and organizations.

Business and Accounting Club - On February 19, members attended The Franchise Show Expo of New Jersey and New York. February 23 is their first business expo for networking opportunities with business alums, guest speakers, and professional photography onsite. They are planning a public workshop with Joseph Canilgia.

Psychology - The Psychology Club became an active club with increased members and a full executive board. One of the first events they hosted was a Paint and Sip event. They are planning to attend a Psychology conference in Boston, bring therapy dogs for midterms and finals, and Paint and Sip events.

Medical Science Club - The Medical Science Club's first event was in honor of International Condom Day, February 13, and more than 50 students attended.

Phi Theta Kappa - The organization met on February 15 and is planning their induction for April 28.

Nursing Club - The Nursing Club gained 22 new members. Their upcoming events include a blood drive in partnership with PTK, a visit to the Nursing Program with high school and elementary school students in April, and events on diabetes and high blood pressure awareness.

Latin Society has its event on February 22 to celebrate the Dominican Republic Independence Day at the North Hudson Campus.

ESL Club will host an Open Conversation Café event every Thursday from 1:00-2:00 p.m. They have been strategizing to make available two scholarships for ESL students. On March 2, a motivational speaker, Imane Zehab, will lecture from 1:30-2:30 p.m.

The Student Programming Board plans to host an event for Ramadan and provide room for prayer and food for students on March 21.

National Society of Leadership and Success started to intake new members and plans on having their induction on May 6

Environmental Club held a seminar for research and internship opportunities. They are planning a bike tour around Jersey City on April 22.

Model UN went to the Harvard Model United Nations Conference in Boston. In one of the most memorable activities, they simulated the government of an assigned country and topic based on the country's policies, beliefs, and culture. They will explain more in-depth at a future Board of Trustees meeting.

In honor of the "**It's On Us**" movement, we hosted a self-defense training course and handed out stress balls. Further plans include round table discussions regarding the lawful regulations and advice. As a community college representative of the student leadership caucus, I will take over their Instagram account to show the importance of dealing with such issues on a college campus. I thank my advisor, Angela Tuzzo, and fellow student leaders Paulina Sonza and Omega Dickinson for introducing "It's On Us" to HCCC and educating our fellow students about sexual assault.

Brian Rivera will now discuss his experience attending the Association of Community College Trustees (ACCT) National Legislative Summit (NLS) in Washington, D.C.

Brian Rivera offered remarks.

Hello, everyone! My name is Brian Rivera. I am the Director of Intercollegiate Athletics for SGA, and I recently became the President of the Student Programming Board.

On the first night, there was a welcoming reception where we met students, presidents, and staff from other community colleges. We had the pleasure of meeting the New Jersey Council of County Colleges staff including Aaron Fitchtner, Maria Heidkamp, and Jessica Britt. We also spent quality time with our President, Chris Reber, and Trustees Pamela Gardner and Bakari Lee.

During the conference, a speaker discussed hiring opportunities teaching others how to use technology. The Secretary of Agriculture, Tom Vilsack, discussed the importance of nutrition and expanding the SNAP program by giving community college students a meal. Another initiative is community colleges becoming part of the SNAP educational program, by training students on joining the workforce with smart technology. The Secretary of Transportation mentioned multiple job openings in the transportation field. One fact that stood out was that 50% of public schools have transportation stops.

On the last day, we joined the roundtable discussion with community college lawyers. Some topics included Title IX, the continuous impact of COVID, and the Pregnant Workers Fairness Act. Also discussed was the issue of student-athletes in the National Collegiate Athletic Association advocating to be considered student employees due to their commitment to athletics. The dilemma starts when community colleges make a profit and achieve enrollment increases based on advertising these student-athletes, who are not compensated for their image or likeness. The last topics included bathrooms, how the District Court held violations, the Equal Protection Clause, and Title IX on nonbinary restrooms.

Sally Elwir offered closing remarks.

We ended our day with a session of New Jersey representatives. Our first topic was the decline in enrollment due to a lack of communication, flexibility, and the tight labor market. Next, we discussed the decrease in completion due in part to the price of tuition and lack of flexibility. We also discussed how diverse New Jersey is. The last topic was about student success and student parents. That wraps up the overview of our trip.

We thank you all for giving us this opportunity to go to the ACCT NLS. I thank Hudson Helps, especially Ariana Calle, who prepared us and provided professional outfits from the career closet. It was very helpful.

Thank you, all.

Trustee Lee offered the following remarks.

Sally, great presentation from both of you. It's good to see you in person. We're all buddies now since we've connected in Chris' house. It's a different experience to give your report in person, but you did well.

Chris, kudos to you for making a concerted effort to have a contingent of folks attend the ACCT conference. I think it is powerful when Hudson is represented by more than just one person. It is also important to note that a great number of students attended on behalf of the New Jersey colleges. It was noticed. Also, by all reports and feedback, everyone did an excellent job at Capitol Hill. I attended the Student Trustee Advisory Committee meetings, and it was a pleasure to see you all there.

Thank you for taking the time out of your busy student lives to attend. You outdid yourselves by attending different sessions and workshops. You all did a great job being there, working hard, and representing Hudson. I appreciate you for that.

2. **All College Council Chair's Report**

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

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

As reported last month, the Open ChatGPT has been all over the national news as it has a potentially large impact on academics and higher education as we know it. I am happy to report that HCCC now has a better understanding of the impact of such technology on a college campus.

The All College Council (ACC), in conjunction with the Center for Online Learning, held a special presentation to faculty and staff by Jason Gulya, who has published on the new technology. Professor Gulya presented both positive uses and features to be aware of so that faculty are better prepared to interact with students using the technology.

The Academic Senate, under the guidance of Karen Hosick, has formed a subcommittee to evaluate HCCC's Academic Integrity policy, determine how to include a statement about ChatGPT or any other Artificial Intelligence software on all syllabi, and provide additional information for faculty on this technology since it is not going away. I note that both Microsoft and Google have since invested billions into using the tech within their own platforms, so HCCC is on par with staying ahead of the learning curve. I will continue to report updates as the subcommittee puts forth their recommendations.

At the next ACC General Meeting, tomorrow, the final 2023 Bellwether Finalist nominee will present on the efforts of Continuing Education and Workforce Development at HCCC. The Academic Senate will also present the Governance Recommendation for the proposed Remote Instruction Guidelines Recommended for Faculty.

Academic Senate

As stated, the Senate will present on the Remote Guidelines and hold a Vote for the GR on a Mental Health Syllabus Statement tomorrow.

Additionally, a subcommittee was also formed to investigate a college-wide grading scale, to see how each school utilizes grade scales, and the impact of recommending a new grade scale at HCCC. Future recommendations should be reported out later this semester.

Student Life Committee

Student Life has received the Hunger-Free Campus Grant award of $75,000 for the Hudson Helps Resource Center. HCCC is also partnering with "Swipe-Out Hunger" to develop a meal plan for students who are food insecure.

A Health & Wellness Fair for students is scheduled for March 22.

College Life Committee

The College Life committee will roll out the new and improved "Steps for Wellness" program. Ms. Carmen McGuire will explain the details of the program tomorrow.

The College Life Committee also wanted to thank the President's Office for supporting the Annual Holiday Mixer, which was a great success in December.

Space and Facilities

The proper approved gender-neutral bathroom signage project for single-stall bathrooms will be completed by the end of the semester.

The STEM Building's concerns from faculty and students were addressed regarding furniture and appropriate numbers of seats in the study areas.

Power Boards for the pumps to maintain water pressure in the building were fixed. Although this could have taken several months to complete, the work took place in December and over the Winter Break and was completed by the start of the Spring semester. Thanks to Facilities for getting this work done with minimal interruption to students and the college community.

Additionally, all ESL faculty and staff have been relocated from the I-Building to the third floor of the Gabert Library. The shifting of some offices, the adjunct lounge, and the Honors lounge will hopefully be resolved once the new Academic Tower is completed.

Lastly, working with the Environmental Club, recommendations and designs are being created so HCCC can further become a green and environmentally friendly space for all.

Technology Committee

The Honorlock exam space and technology list has been updated with Spring hours for computer lab N305 and a new room at North Hudson Campus, open lab room N105S. The Honorlock webpage has been changed accordingly.

Student Life assisted with creating and sharing a video on Instagram about how to schedule a group study room in the library.

The committee also made two suggestions for the Center for Online Learning:

1) To add the Honorlock webpage link to Canvas course shells, especially for those courses using Honorlock for online exams; and,

2) Create an orientation course for students, such as How to Use Honorlock, and have an introduction and sample quizzes for students to practice before taking a real test using the software.

I will report on the completion of some of these projects at future board meetings.

Thank you, this concludes my report.

Trustee Lee offered the following remarks.

I had not heard of ChatGPT until it was mentioned at the ACCT conference. From my understanding, it is an AI that could type or produce your paper or paragraph assignment, except it is missing the human element. Is this software an app or a website? Could you talk a little more about it?

Dr. Cronrath responded with the following remarks.

Yes, you can input prompts in the software, and the more details you give, the better feedback you receive. For example, for the student that puts in a significant amount of information about what is expected of the paper, the software can then produce a passable college essay or paper. The AI does this by drawing from the internet and piecing information that does not necessarily flow together. Although the software is designed to flow, it is not perfect.

One beneficial use is that faculty could generate a paper rather than create their own and assign students to locate the errors. However, students can do the same, correct the mistakes and hand it in

as their work, which creates a concern. The software is behind a bit with upgrades to combat plagiarism, but they are working on it.

Currently, the software is available through a website that you can log on to and is free for all. It is being advertised on the internet, and Google and Microsoft are investing one billion dollars to put it into their software. Hopefully, we could stay ahead of this software by implementing our policies, such as having a statement in the syllabus saying we do not allow the use of this software and if caught cheating or utilizing it, the student would fail the paper.

Chairman Netchert offered the following remarks.

How significant a problem can this turn out to be? At this time, our efforts seem to assist individual professors in scoping out the potential issue. If so, how much time is that going to take? Perhaps we should have an Office of Artificial Intelligence Supervision to assist professors instead of them doing the research themselves. Unfortunately, there aren't any reasons to believe the problem will improve.

Dr. Cronrath responded with the following remarks.

Within the current courses in Canvas, there is a plagiarism checker already. We are upgrading and embedding software that will utilize AI to detect another AI. Then, hopefully, the checker will be able to identify those papers.

Thank you. I'll be happy to report in future meetings as well.

Trustee Peña offered the following remarks.

We know that this is just the beginning, and it started a little while ago with Photomath and now we're talking about writing. I think all students in a math class know about Photomath, where you take a picture of a problem, and it solves it for you. There is a lot of technology out there; it is scary to keep up with.

3. **President's Report**

President Reber offered the following remarks.

Thank you, and good evening, Trustees.

I want to add that the Center for Online Learning and Office of Information Technology are great resources and units working with the All College Council on artificial intelligence.

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

Sally and Brian, it was such a pleasure participating with you and other students and alumni at the recent National Legislative Summit in Washington, DC! As always, your comments and other student voices and engagement were inspirational, and you clearly impressed our legislators and so many others! Also, Daniel Menendez, our alumni trustee, and six other students and alumni were there. Thank you all for participating!

On behalf of the entire HCCC Family, it is a pleasure to welcome our new Trustee, Judge Edward DeFazio, to our Board and our College. Earlier today, Judge DeFazio had lunch with Trustees William Netchert and Bakari Lee, and members of our Cabinet. And he had a tour of the Journal Square Campus led by Vice President Yeurys Pujols.

Judge DeFazio served as New Jersey Superior Court Judge from 2012 until 2019, as Hudson County Prosecutor from 2002 until 2012, and in earlier positions in the legal and judicial professions. He holds a Bachelor of Arts degree from Fordham University and a Juris Doctorate from Seton Hall University. In

2006, Judge DeFazio received the "Lawyer of the Year" Award from the New Jersey Commission on Professionalism in the Law.

We all look forward to the knowledge and experience Trustee DeFazio will bring to our Board and our College.

Judge DeFazio, would you like to say a few words?

Trustee DeFazio offered the following remarks.

Thank you, and I am ready to learn!

President Reber resumed his remarks.

Thank you, Trustee DeFazio. It's wonderful having you here!

Last week, a large and diverse team of HCCC faculty, staff, and students attended the annual Achieving the Dream (ATD) *DREAM* conference in Chicago. We were honored that HCCC was recognized at the conference as one of just 16 Leader Colleges in the 300-college ATD network. This outcome is the result of the college-wide engagement of our HCCC Family, another point of pride for all of us.

And, also last week, a team of eight HCCC students participated in the Harvard Model United Nations Conference in Boston with their advisor, Joseph Caniglia. Our students joined peers from 40 countries to discuss global issues. They learned how to negotiate with others to collaborate on policy proposals and programs, and how to solve global issues on topics ranging from drone technology to territorial sovereignty. This year, our students represented Egypt and Croatia at the Model UN. We will hear from some of the students at a future meeting of the Board of Trustees.

Trustees, this evening, you will act upon a resolution to incorporate Eid and Diwali holidays into the Academic Calendar in support of our Muslim and Indian communities, respectively. This proposal was informed by campus-wide discussion and was advocated by over 1,000 students who signed a petition circulated by their peers last November. The addition of each of these holidays will be made possible by adding one day to the fall and spring semesters with no adverse impact on the academic year. We are pleased to recommend this action that will generate heartfelt appreciation and goodwill for many members of the HCCC family.

I particularly thank Dr. Angela Pack, Assistant Professor of Social Sciences, who advises a student committee of PACDEI that met with Vice President Yeurys Pujols and me and shared insights that were exceedingly helpful.

This evening, I have invited Dean of STEM, Dr. Burl Yearwood, and his colleagues to discuss two important STEM grant projects. Joining Burl are Instructor of Mathematics, Fidelis Foda-Kahouo, and Instructor of Chemistry, Dr. Fatma Tat.

Burl, I turn this over to you.

Burl Yearwood, Fatma Tat, and Fidelis Foda-Kahouo presented [STEM Presentation on B2B and S-STEM](#)

Burl Yearwood offered opening remarks.

Thank you, President Reber. Thank you for this opportunity to discuss some of the exciting work we are doing in the School of STEM.

Good afternoon trustees, faculty, staff, students, and community members. My name is Burl Yearwood, and I am the Dean of the School of Science, Technology, Engineering, and Mathematics, better known as STEM.

We are focused on students being successful when they leave Hudson, whether that be continuing their education or entering the workforce. However, in order for students to successfully graduate, we must first successfully retain these students.

The two programs you will hear about today aim to retain our students and propel them forward to bigger and better things. Thank you to the faculty and staff of STEM for all they do to accomplish that goal.

Funded by the National Science Foundation, the Scholarship STEM (S-STEM) Grant provides additional monies for high-achieving, full-time Hudson County Community College students to enable them to devote more time to their studies and complete their degree programs.

The Northern New Jersey Bridges to Baccalaureate (NNJ-B2B) program, also funded by the National Science Foundation, aims to help minority STEM students transfer to a Bachelor's degree at one of eight four-year colleges in New Jersey.

Let me introduce Dr. Fatma Tat, Instructor of Chemistry, and coordinator of the S-STEM program.

Fatma Tat offered the following remarks.

Hello, everyone. I am Fatma Tat, a chemistry instructor at HCCC and the S-STEM Scholarship Site Coordinator.

The S-STEM program provides funding for high-achieving, full-time, underrepresented college students to enable them to devote more time to their studies and complete their associate degrees in the STEM field and transfer to four-year institutions.

Through a National Science Foundation grant, the S-STEM program has been initiated at four campuses, Rutgers University - Newark, Hudson County Community College, Passaic County Community College, and Essex County College. In each institution, students have been provided scholarships through the program and allowed to participate in several activities designated to enhance their educational experiences in STEM.

In order to qualify for the scholarship, students need to be U.S. citizens or Permanent Residents, full-time students with a minimum 3.5 GPA in a nonmedical STEM field, and underrepresented minority and Pell Grant recipients. The S-STEM Scholarship award is $2,000 per semester at HCCC. If students choose to transfer to Rutgers University - Newark, their scholarship follows them, increasing to $4,000 per semester. The S-STEM Scholarship award covers educational expenses beyond tuition, such as textbooks, computers, and living expenses.

While in the program, S-STEM scholars receive scholarships and are offered comprehensive support in completing a STEM degree and transferring to a four-year institution. They are encouraged to participate in the program's wide range of STEM activities. In addition, as a site coordinator, I also advise and mentor the S-STEM scholars and help them find and apply for research internships. I encourage them to join Rutgers University transfer fairs, and Rutgers speaker series events. Cross-campus peer mentoring also helps prepare S-STEM students to transition from a two-year to a four-year school.

So far, 130 S-STEM scholarships have been awarded to our students. There are many S-STEM student success stories, and I would like to share one in particular. A student earned the scholarship for

three semesters, completed a summer internship, participated in the S-STEM activities, and transferred to Rutgers University for Environmental Studies.

Thank you.

Fidelis Foda-Kahouo offered the following remarks.

Good evening, Trustees and President Reber.

My name is Fidelis Foda-Kahouo. I graduated from Hudson in 2011 and became a mathematics instructor in 2019. I am also the NNJ-B2B Coordinator. Thanks to Dean Burl, who asked me to coordinate this program. I appreciate his trust in me.

I am a liaison between the college and the program, motivating our students, and conducting meetings with the advisory board. The program awards up to $8,000 annually per student for their work instead of a scholarship.

The B2B program is in its fifth year, and for the past four years, it has reached its goals successfully. The main goal is to ensure the successful transfer of community college STEM students to four-year institutions. This is achieved by developing a larger cross-campus learning community built on undergraduate research, internships, four-year faculty engagement, and cross-campus mentoring. This program provides the motivation and extra support for our students.

For a student to be eligible for the NNJ-B2B program, there is a series of criteria they must meet. The student must belong to a federally recognized Under-Represented Minority (URM) group, be a U.S. citizen or Permanent Resident, be in a non-medical STEM major, have completed at least one semester, and be a full-time student. The program makes a huge impact for those who are engaged.

For instance, 59% the students that graduated from STEM transferred. All students in the B2B program transferred to four-year institutions. Jakita Crawford is one of these students. As soon as she entered the program, her motivation level increased, she became a full-time student, graduated HCCC, and transferred to Rutgers University. Daniel Menendez also took advantage of this opportunity and graduated with countless hours of hard work and dedication.

Thank you.

President Reber resumed his remarks.

Thank you all. Chairman Netchert put me in touch with Elaine Connors of Rutgers School of Engineering and her feedback was very consistent with this report. Rutgers is now reaching out to us to discuss grant opportunities from NASA to fund internships for Rutgers students in engineering.

Trustee Lee asked a question.

You're a 2011 graduate from HCCC. From there, where did you go?

Fidelis Foda-Kahouo offered the following remarks.

I went to Stevens Institute. In fact, I started working here in 2006 as a security guard. Then I began school in 2009 and graduated in 2011. I should thank you as well because when I first started working at B Building post, I remember you asked me, "What do you do?" I said, "I am going to school right now." And you replied, "Just keep it up." Then, when I graduated, you were also there and said, "Keep going," and I thank you for encouraging me.

Trustee Lee asked a question.

I have a couple more questions on ChatGPT. Are you working with your colleagues throughout the state, like the Affinity group at the Council?

Patricia Clay offered remarks.

I am involved in the Technology Affinity group, but it is inactive. However, we have a similar relationship with EDUCAUSE, a national higher education technology group. We met last Thursday and had conversations about information security and ChatGPT and how it's used in search engines. It is all emerging along with concerns about how these generative language models can produce a cogent essay by extracting information from the internet. There is no guarantee that the information produced is accurate. A faculty member from Vanderbilt University used the software to send a condolence email to the students, and they immediately noticed it was from ChatGPT. I encourage you to try the software.

In the technology community, the concerns are about how quickly people are adapting to use any AI software because it's free. It can also ingest images or create art. We may not be able to differentiate with deep fake images. Another concern is technologies keeping up with how quickly AIs are "learning." By learning, I mean these softwares are based on an algorithm and are not human beings or entities. By nature, they follow the way the algorithm has been designed, which is unbeknownst to us.

Trustee Lee offered the following final comment.

I encourage you to reinvigorate the CIO or Technology Affinity Group at the Council through Aaron, or the group to work on this together.

Daniel Menendez offered the following remarks.

Regarding ChatGPT, I did my own research, and there's a general consensus that anyone using ChatGPT will do average work. However, we know in practice this is not true. Most people might be average writers, but others are above or below average in their writing. This might be an aspect of use when faculty want to determine whether students' assignments are authentic or were created by the software.

President Reber offered closing remarks.

Thanks so much, Burl, Fidelis, and Fatma.

Trustees, this concludes my report.

Regular Monthly Reports and Recommendations

1. **The Minutes of the Regular Meeting of January 17, 2023, were approved.**

2. **Gifts, Grants, and Contracts Report**

   Hudson County Community College has received the following grant:

   Title: Hunger-Free Campus Grant

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

   Purpose of Grant: The funding's purpose is to address student hunger, leverage sustainable solutions to address basic food needs on campus, and continue building strategic partnerships at the local, state, and national levels to address food insecurity among students.

   College Administrator: Dr. David Clark and Katherine Morales

College Contribution: $0

Award Amount: $75,000.00

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 Scan and Shred Services for the Offices of Communications, Grants, and Advancement, to be funded from the operating budget at a cost not to exceed $51,863, was approved.

2. Resolution Authorizing Purchase of Commencement Regalia, to be funded by the Student Life Fee (SLF) at a cost not to exceed $40,150, was approved.

3. Resolution Authorizing Agreement with County of Hudson, with total fees to the College not to exceed $60,000, was approved.

4. Resolution Authorizing 26 Journal Square Lease Extension, with an anticipated extension until July 31, 2026 and to be funded from the operating budget at a cost not to exceed $689,415, was approved.

5. Resolution Rescinding Request for Proposal for Fundraising and Engagement Platform was approved.

6. Resolution Authorizing License Renewal and Payment for Staff and Faculty Monthly Parking at 511-523 52nd Street, West New York, NJ, with the Town of West New York, to be funded from the operating budget for a total cost not to exceed $166,500, was approved.

7. Resolution Authorizing Agreement for Athletics Consultant, to be funded from the operating budget at a cost not to exceed $22,000, was approved.

8. Resolution Authorizing Renewal of Staff and Faculty Monthly Parking at 808 Pavonia Avenue, to be funded from the operating budget at a cost not to exceed $77,000, 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 an Instructor, Nursing; Coordinator, Center for Business and Industry; Programming Coordinator; Assistant Director of Human Resources; and Public Safety and Security Associate, were approved.

2. Staff appointments to the following full-time positions were approved: Business Developer; Strategic Marketing Director; Administrative Support Specialist; Web and Portal Services Manager; Coordinator, Instructional Technology and Testing; Director of Grants and Sponsored Programs; and Building Superintendent (North Hudson Campus).

3. Appointments of Temporary Full-time Faculty were approved.

4. Appointments of Temporary Full-time Staff were approved.

5. Authorizations of Part-time Staff through February 2024, as needed, were approved.

6. Appointments of New Hire Adjunct Instructors were approved.

7. The following Modifications to the Staffing Table were approved:

8.

Current Approved Title	New Title	Incumbent (If applicable)	Salary Grade and Salary Adjustment (If applicable)	Effective Date
Transcript Evaluator	Transcript Coordinator	Jacqueline Castillo	Grade 109 Salary Adjustment From $ 47,656.42 To $ 54,154.55	February 22, 2023
Academic Advisor	Academic Counselor	Jamar Johnson	Salary Grade 110 Salary Adjustment From $49,401.82 To $ 51,871.91	February 22, 2023
Programming Coordinator, Student Life and Leadership	Assistant Director	N/A	Salary Grade 113	February 22, 2023
N/A	Transfer Pathways Coordinator	N/A	Salary Grade 109	February 22, 2023
N/A	Career Advisor, Center for Adult Transition (Grant-funded)	N/A	Salary Grade 109	February 22, 2023

9. Resolution to Approve Policy on Accommodations was passed.

10. Resolution to Approve Policy on Non-Discrimincation and Harassment was passed.

11. Resolution to Approve Policy on Sexual Harassment and Title IX was passed.

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 Observance of Eid al-Fitr and Diwali Holidays on Academic Calendars was approved.

2. Resolution Authorizing Academic Calendars for the Winter, Spring, and Summer 2024 Terms was approved.

3. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and Jersey City Medical Center, an affiliate of RWJ Barnabas Health, Inc., for Clinical Experiences in HCCC's Registered Nursing (RN) Program, was approved.

4. Resolution Authorizing Renewal of Memorandum of Understanding Between Hudson County Community College and the County of Hudson Department of Health and Human Services Office of Inclusion and Accessibility, the New Jersey Division of Vocational Rehabilitation Services, and North Jersey Friendship House, for the Delivery of the Project SEARCH Program at the North Hudson Campus, was approved.

5. Resolution Authorizing Amendment to Existing Agreement Between Hudson County Community College and Fairleigh Dickinson University (FDU) for Academic Pathways in Construction Management was approved.

6. Resolution Authorizing Community Partner Agreement Between Hudson County Community College (HCCC) and Dimension NJ 1, LLC, was approved.

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

Trustee Gardner offered the following remarks.

I have information from ACCT conferences for our Trustees. It is the ACCT Strategic Plan and Diversity, Equity, and Inclusion checklist and implementation guide for community college boards. We need to do this right and be aware of what we're looking for. In the documents you will find the best practices and our tool kit. If you could look over that, I would really appreciate it.

Chairman Netchert called on nominations for the position of Secretary/Treasurer to the Board of Trustees. Trustee Pamela Gardner was nominated and voted for the position.

The **meeting was adjourned** at 5:58 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.