

Summary of Proceedings
Reorganization Meeting and Regular Meeting of the
Board of Trustees
Tuesday, November 21, 2023

Trustees Present: Edward DeFazio; Pamela Gardner (Secretary/Treasurer); Frank Gargiulo; Roberta Kenny; Bakari Lee (Vice Chair); Daniel Menendez (Student Alumni Representative); Jeanette Peña; Christopher Reber; Silvia Rodriguez and Harold Stahl.

Trustees Absent: Joseph Doria and William Netchert (Chair).

Annual Reorganization Meeting Call to Order: The annual reorganization meeting was called to order by Vice Chairman Lee at 5:00 p.m.

Alumni/Student Representative: Sally Elwir was sworn in as the new Student Alumni Representative to the Board of Trustees.

The following **Trustees were Elected as Board Officers** for the term extending through November 2024: William Netchert, Chair; Bakari Lee, Vice Chair; and Pamela Gardner, Secretary/Treasurer.

The Board Approved its Regular Meeting Schedule through November 2023. Meetings were scheduled for January 16, February 13, March 12, April 16, May 14, June 11, August 13, September 10, October 8, and November 26.

Vice Chairman Lee announced that the appointments to the following Board committees would remain the same for 2024. Trustees wishing to consider a change in committee assignment should consult Chairman Netchert.

Members of Standing Committees and Ad Hoc Committees of the Board of Trustees for 2024

Executive Committee

William Netchert (Chair)
Bakari Lee (Vice Chair)
Pamela Gardner (Secretary/Treasurer)

Personnel Committee

Harold Stahl (Chair)
Edward DeFazio
Joseph Doria
Pamela Gardner

Academic and Student Affairs Committee

Pamela Gardner (Chair)
Frank Gargiulo
Roberta Kenny
Silvia Rodriguez
Sally Elwir, Student Alumni Representative

Capital Projects Advisory Committee

William Netchert (Chair)
Bakari Lee
Jeanette Peña
Harold Stahl

Finance Committee

Bakari Lee (Chair)
Joseph Doria
Edward DeFazio
Jeanette Peña

College Commencement Committee Liaisons

Bakari Lee
Sally Elwir, Student Alumni Representative

Foundation Liaison

Bakari Lee

Ad Hoc Committees will be formed as needed.

A Resolution authorizing the renewal of **Real Estate Counsel Services** for 2023-24 to Connell Foley LLP of Jersey City, New Jersey, was approved.

A Resolution authorizing a new contract of **Redevelopment Legal Counsel Services** for 2023-24 to McManimon, Scotland & Baumann, LLC, was approved.

A Resolution authorizing the renewal of **General Legal Counsel Services** for 2023-24 to Scarinci Hollenbeck, LLC of Little Falls, New Jersey, was approved.

The reorganization meeting was then adjourned and the trustees immediately reconvened to conduct the **Regular Monthly Business Meeting**.

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, and students. Here are the updates I have from the Student Government Association (SGA).

- SGA held a successful Glow-in-the-Dark Halloween party on Friday, October 27, with over 150 students and guests in attendance. Thanks to everyone from the Office of Student Life and Leadership, volunteers, and SGA members for making this event successful.

- On November 3, SGA assisted at the Noches de Bruja event at North Hudson Campus (NHC).
- SGA collaborated with the Film Club and Student Programming Board to host a Mid-Semester Night on November 10, which included karaoke, bracelet making, board games, and music. Over 50 students attended.
- SGA is planning for Winter Wonderland Festivals at both the North Hudson and Journal Square (JSQ) campuses on December 1 and December 8, respectively.
- A few members of SGA and I attended the New Jersey Student Government's Conference, held at Stevens Institute of Technology on November 12. There were several helpful workshops to learn insightful tips to help us improve.
- We made strides to advocate for students' complaints regarding the STEM building food options and room temperature, which the Space and Facilities Committee is handling head-on.

This concludes the updates I have for you all pertaining to SGA. Now, I will update you on the other clubs and organizations.

Girls Who Code

- Noche de Brujas: Collaboration with Student Life & Leadership, SGA, Latin Society on November 3.
- Python Coding Workshops: Started November 8 and run all the way to November 29.
- GWC Connect: Virtual event hosted on November 16 by the organization they are partnered with, "Girls Who Code."

STEM Club

- Indoor Rock Climbing event in collaboration with the Environmental and Chemistry Club on November 30.

American Chemical Honors Society

- Community College to the Pharmaceutical Industry hybrid event turnout was about 40 in person and more on Zoom.

Film Club

- Mid-Semester Night held on November 10.
- Traditions Around the Table multicultural event on November 16.
- Talent Show Night at NHC on November 17.

Student Programming Board

- De-Stress Mid-Semester Party celebrating after midterms in collaboration with SGA and Film Club.

Phi Theta Kappa - Beta Alpha Phi Chapter

- Blood Drive collected 37 units of blood from 52 registered donors. A collaboration with the nursing club.
- PTK Scholarship Workshop: 15-20 people were present. Collaborated with Alumni Rahim Salhi, English Assistant Professor Kathryn Buckley, and Financial Aid Associate Director Christine Peterson.
- Toy Drive in collaboration with the Nursing Club is currently ongoing.
- PTK Induction on November 17 with 120 new members.

Hudson County Community College Chorus (H4C)

- H4C Information Session was on October 25 at NHC.

Business and Accounting Club

- Small Business Workshop Panel.

National Society of Leadership and Success (NSLS)

- Path to Induction Program started.
- KEEP ME WARM DRIVE is collecting gently used winter gear that will be donated to the Hoboken Shelter on December 5.

Model United Nations

- Hoboken Homeless Shelter Community Service
- Movie Night
- Club Recruitment Tabling Event
- Elementary School Room Painting

Psychology Club

- Guest talks
- Taking members to a Psychology event in New York
- Meditation time

Nursing Club

- Coffee with Nursing Students had a turnout of 16 students.
- Holiday Drive
- Baby Fair at Jersey City Medical Center (JCMC) with a turnout of six students.
- Trick or Treat with NICU at JCMC with a turnout of eight students.
- Blood Drive
- Thanksgiving Soup Kitchen/Giveback
- Nursing test-taking tips and strategies
- How to Document as a Nurse

Kultura Club

- Bingo Night held on October 6.
- Karaoke Night held on October 30.
- Two Grab-and-Go ube crinkle cookie recipe events, one at JSQ on November 16 at 1:00 p.m. and one at NHC on November 21 also at 1:00 p.m.

Active Minds

- Lego Mania Event on both campuses.
- Barbershop Event
- First and Second Meeting Open Forum
- Movie Night

Arts and Design Club

- Weekly Studio Sessions

The Latin Society

- Eight members attended the HACU Conference.
- Let's Chat event is being planned for ESL students to speak English via Icebreakers.

This is all I have for you today. Thank you for listening, and have a great night and happy holidays!

Trustee Lee offered the following remarks.

Fantastic report. As always, Lisa, your presentation is impressive. Is there a faculty liaison or somebody that helps you guys?

Lisa Camacho offered the following remarks.

Yes. Our staff liaison is Angela Tuzzo, Associate Director for Student Life and Leadership. She works directly with all clubs and our Inter-Club Council representative on SGA.

2. All College Council Chair's Report

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

Hello Trustees,

It's good to see you all. Since we last met, some exciting events have happened at HCCC. We held our most recent All College Council (ACC) general meeting at the North Hudson Campus (NHC), which was very well attended. Thank you, Joe Caniglia and Raffi Manjikian, for helping to facilitate such a great meeting.

The Open House took place on November 4. Over 140 people attended, surpassing the attendance from the previous year. Additionally, the Aspiring Student Leadership conference was held on November 13 and was a great success!

At the end of October, on the Journal Square (JSQ) campus, there was the Hudson Helps Resource Center Fall Resource Fair with 259 people in attendance. Recently, it was Veterans Day on November 11, and I want to take this opportunity to thank Chris Komisarjevsky, formerly of the U.S. Air Calvary Division, for meeting with my students and colleagues to share his reflections and memories of his time serving our nation during the Vietnam War.

Many important things have been happening on campus as we head into the holiday season. And I will now provide a few more updates from the ACC committees:

- The Technology Committee is preparing for the January rollout of Fischer Identity and Course Dog. In addition, the Center for Online Learning (COL) will launch a generative AI professional learning community soon, as well as a self-paced course for faculty titled *Teaching with Artificial Intelligence*.
- The Student Affairs Committee reports that after hosting the successful Fall Resource Fair, they have been refocusing their efforts on student-parents and returning adult students. The committee also just concluded a week of raising awareness around hunger and homelessness. They screened documentaries, held trivia sessions, and hosted a food drive.
- The Development and Planning Committee continues to cultivate a culture of giving among staff, students, and alumni. To that end, the committee has been working on creating a marketing campaign centered around small donations making a significant impact. Giving Tuesday is approaching on November 28, for which the committee is planning a digital marketing campaign to drive donations. And, finally, the committee will be volunteering at the Gala on December 7.

- The Academic Senate formed subcommittees to move forward with an analysis of the College's Incomplete Policy and the College Wide Grade Scale. Both subcommittees are now in the process of meeting and should be looking to work more on these projects next semester.
- College Life is currently planning the employee holiday party, which will be held on Thursday, December 14 from 2:00 to 6:00 p.m. This year's theme is "Around the World." The steps for wellness program is in its eighth week, with over 40 people participating. And, finally, the committee continues to do great work with Narcan training, with 25 people signed up for the next workshop.
- And Space and Facilities is happy to report that vending machines will soon be in the STEM building starting in the spring 2024 semester. The committee has also been working to secure lactation rooms for our student-parent population and zen/calm zones.

As I conclude our report and as we approach the Thanksgiving holiday, it's time to reflect on what we are thankful for here at HCCC, especially the level of student engagement and academic excellence. And I am personally thankful to everyone who made this speech possible, including all the committee members, Dr. Reber and the executive cabinet, Vice Chair Raffi Manjikian, and Secretary Sarah Teichman! We wish everyone a happy and healthy Thanksgiving!

Trustee Lee offered the following remarks.

You mentioned that the committees are refocusing on student parents again. What's below the surface of that? Can you also speak on AI?

Dr. Cody offered the following remarks.

The Student Life Committee had been dedicating efforts to the veteran population, parent population, and returning adult students. However, when I said redoubling their efforts, I meant there was a renewed focus on brainstorming new ideas on how to serve that population and enable them to succeed.

AI is something that faculty and administration need to deal with for better or for worse, and technologies are not inherently evil; they are neutral; it's how they are used. Our Director of the Center for Online Learning, Matthew LeBrake, has been a champion of enabling and empowering faculty members to use AI to teach in new and innovative ways, not so much to track down and penalize those who use AI, but rather to think of it as a new and exciting way to engage our students and help them continue to grow academically.

Trustee Peña offered the following remarks.

AI is still very underdeveloped, and you're right; it's inherently not evil, but it depends on who does the programming. So, we need to be aware of it and stay ahead of it.

3. President's Report

President Reber offered the following remarks.

Good evening, Trustees, colleagues, and students.

Before I begin, I ask you to join me in a moment of silence for all victims of wars in the Middle East, Russia and Ukraine, and victims of violence worldwide.

Moment of Silence

Thank you all. There's so much excitement here. In my entire career in higher education, I have never seen a higher level of engagement on campus as what you just heard about. You would think that a comprehensive community college in an urban setting without grass and common spaces would lack

such engagement. But I've never seen a higher level of involvement and really positive engagement. This is another manifestation of this incredibly inspirational caring and committed community.

On the issue of student parents, we are focused on continuous improvement around supporting the needs of student parents. We're currently engaged in a two-year project that is completely grant-funded by Generation Hope, a national nonprofit organization that is the thought leader for supporting student parents and helping make sure they achieve their goals and can remain enrolled in colleges. We have a robust team of faculty, staff, and students involved in a program called FamilyU, which is sponsored by Generation Hope and involves four other colleges and organizations in the nation that were selected for this two-year project.

We have established goals to advance how we support students, including researching the efficacy of an on-campus child care center, grant funding, and other forms of partnerships, which Senior Vice President for Student Affairs and Enrollment Lisa Dougherty leads. She's also very much involved in FamilyU along with Hudson Helps Resource Center Director Katherine Morales, who's leading that project.

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

On behalf of our entire HCCC community, it is a pleasure to welcome our 2023 Alumni Representative to the Board of Trustees, Sally Elwir. Sally is, of course, no stranger to this Board, having attended our meetings last year as Student Government Association President before she graduated last May as our 2023 Valedictorian. Sally is currently attending Fairleigh Dickinson University where she is pursuing a double major in criminal justice and political science. Concurrently, she works for our Office of Student Life and Leadership as an Events Assistant.

Welcome back to meetings of the Board of Trustees, Sally! We all look forward to your service on the Board during the coming year. Would you like to offer remarks?

Sally Elwir offered remarks.

I am honored to be in this position, and I plan on being engaged and bringing more alumni to the Board of Trustees meetings. It's important to be inclusive towards the students and alumni. The main focus is not to make it about me, but about the whole alumni and student population.

President Reber resumed his remarks.

Thanks so much, Sally!

Just before this meeting began, members of the HCCC Family participated in the College's annual "Hudson is Home! Employee Recognition Program." We celebrated employees throughout the College who were nominated by students and their peers for outstanding leadership, service, teaching, and accomplishments in eight categories. We thank Vice President for Human Resources Anna Krupitskiy, her exceptional team, and all who planned this event.

At this time of Thanksgiving, we thank our dedicated, caring, and talented colleagues who make possible the transformational opportunities offered to our students and community and the comprehensive, college-wide support of their success.

This evening, I have asked the Dean of Nursing and Health Professions, Dr. Catherine Sirangelo, to speak about recent accomplishments and initiatives in her School, including the recent full eight-year reaccreditation of the associate degree in nursing program, our pioneering participation and outcomes in the state's new "Pay it Forward" program, and others. Joining Cathy are Interim Director of Nursing,

Dr. Lori Byrd; Instructor and Coordinator of the Personal Fitness and Exercise Science Program, Karen Hosick; and alumni, Cristal DeCastro and Ismail Griffin.

Welcome, everyone!

Dean Sirangelo, please take it away!

Dr. Catherine Sirangelo, Dr. Lori Byrd and Professor Karen Hosick presented on [Nursing Program, Exercise Science and Personal Fitness Training Program](#) along with alumni testimonials.

Dr. Catherine Sirangelo offered opening remarks.

Thank you, President Reber, and good evening, trustees. It's my pleasure and honor to have served as the Dean for the School of Nursing and Health Sciences for many years, and I'm very happy that I have two people with me tonight who can present the unique nature of each of these programs. Dr. Lori Byrd for Nursing and Professor Karen Hosick from the Exercise Science Program, followed by alumni testimonials.

Dr. Lori Byrd offered the following remarks.

Good evening, honored guests. Thank you for having me present tonight about our Nursing Program. I have served as the Interim Director since February, and I've been with the Nursing Program since 2005.

A little overview of our Nursing Program: Students may complete the program with an Associate in Science degree that can take two years, 71 credits, 37 credits in general education courses, and 34 in nursing courses. Students can attend either the day, evening, or weekend division.

The Nursing Program maintains partnerships with a variety of constituents that promote excellence in nursing education, enhance the profession, and benefit the community. The Nursing Program partners with professional organizations and other academic institutions. To facilitate the advancement of nursing education, articulation agreements exist with the University of Phoenix, Montclair University, New Jersey City University, and Ramapo College. These agreements help our students transition into a four-year program where they can achieve their Bachelor of Science in Nursing (BSN) in a matter of 15 months instead of the traditional four years.

Our fall enrollment numbers show that we're a very diverse program that is representative of the community we serve.

At the end of the program, students have to take the National Council of Licensing Exam (NCLEX). This is an exam to certify our graduates are equipped as safe practitioners. The National Council of State Board of Nursing develops these exams to test the competencies of all nursing school graduates in the United States and Canada.

In April 2023, the exam changed to include Next Gen type questions because clinical judgment is the foundation of nursing practice. As of the third quarter of this year, the Nursing Program has a 94.8% passing rate.

We also introduced a new program, the New Jersey Pay It Forward program. This program provides zero-interest, no-fee loans for participants to enroll in high quality job training, especially those who may not have the savings to pay for training or credit history for a loan. Participants pay no upfront costs and receive living stipends and supportive services to help them succeed.

At this time I would like to introduce Cristal, who is one of our Pay It Forward students from our first class.

Cristal DeCastro offered remarks.

Good evening. My name is Cristal DeCastro. I recently graduated in spring 2023 from the Nursing Program while being honored with the Pay It Forward program. I'm a proud alumnus of Phi Theta Kappa, National Society of Leadership and Success, and Diversity, Equity and Inclusion Student Passport Program.

I was asked how Pay It Forward helped me as a student. I have three words: peace of mind. It helped me with the Nursing Program because it's a very extensive program. It requires you to study a majority of your time and make sacrifices. Prior to the pandemic, my husband and I supported three kids, and when the pandemic hit, unfortunately, I was laid off. I thought optimistically and became a full-time student, full-time mom, and full-time wife. We experienced financial difficulties. That was the challenge for my family and Pay It Forward offered a way for me to be a debt-free student. Thanks to Financial Aid for being understanding and introducing me to Pay It Forward.

Every semester we would worry about where we are getting the funds. Only certain amounts can be covered for certain things with scholarships, but Pay It Forward covers it all and offers stipends. This program is amazing and whoever thought of this, God bless! I wish you continued success. Thank you.

Dr. Lori Byrd resumed remarks.

Thank you, Crystal.

Currently, we have 60 students enrolled in the Pay It Forward program. The Nursing Program is accredited by the Accreditation Commission for Education in Nursing, known as ACEN. They support the interest of nursing education, nursing practice, and the public by providing specialized accreditation for all levels of nursing education. In short, ACEN accreditation signifies quality in nursing education by fostering programs of excellence through a peer review process. The Nursing Program, as of this year, has received a full eight-year reaccreditation that we are proud of.

At this point, if you have any questions, I'll be happy to answer them for you.

Trustee Peña offered the following remarks.

What's next for these students, if they do want to pursue their master's degree or advanced Nursing? Do we have any MOUs with other colleges?

Dr. Lori Byrd responded.

Yes, we do, and we continue to strive to get more because some students want to go on for their BSN or a dual track of BSN and Master of Science in Nursing. I'm happy to say that some of our graduates have come back to be faculty members.

Thank you, everyone. Please have a happy, healthy Thanksgiving.

Professor Karen Hosick offered remarks.

Good evening, everyone. Thank you to Dr. Reber, Dr. Jones, Trustees, students, faculty, staff and colleagues. Thank you so much for the opportunity to speak with you tonight. My name is Karen Hosick. I am an Instructor and Program Coordinator of the Personal Fitness Training and Exercise Science Programs. I am in my fourth year here, but our programs are actually in their fifth year.

Here's a brief overview of our two programs. The first is our Personal Fitness Training Proficiency Certificate. This started as an academic certificate with 30 credits, and we found that our enrollment was decreasing, so we tried to keep up with market demand. We've turned it into a proficiency

certificate at 16 credits in the past year. Thus far, it has been fairly successful. Students who enroll in this program are interested in becoming personal trainers. The goal is to help them pass the National Academy of Sports Medicine (NASM) Certified Personal Training exam. This is one of the premier certifications in personal training. It is very well recognized that most of our students can walk into any gym and be hired on the spot.

We also have an Exercise Science Associate of Science degree. This is a 60-credit program. We have eight program-specific courses, and the nice thing about this is that it's a stackable credential. For example, students who complete their proficiency certificate can have all 16 credits nest directly into the associate program.

With the National Personal Training Certification exam, our pass rate remained steady at a hundred percent. There is a dip in 2022 because one of our students received accommodations through our College, and, unfortunately, NASM did not accept the accommodation letter we provided. Therefore, the student could not obtain the accommodations he needed for that exam. He did not pass, and although he could retake it, he did not. So we did have one fail. Overall, our pass rate is 92, which, compared to the national average of 74, shows we're doing pretty well.

What can you do with a degree in exercise science? You can use your associates to work as a personal trainer or as a physical therapy aide. You can work as a wellness coach or work in corporate fitness. Most of our students use this as a stepping stone for further education. We do have an articulation agreement with NJCU accepting all 60 of our Exercise Science credits into their Exercise Science Program. We also have other students who go on to Montclair State, Kean, Saint Peter's, Stockton, William Patterson, and Rutgers University.

After obtaining the degree in Exercise Science, you can use that for Cardiac Rehab, transition into physical education, or be a strength and conditioning coach. Some of our students are also interested in pursuing their master's or even doctorate in athletic training and physical therapy. Our students have their sights set, not just here, but for the future and into graduate school.

Enrollment trends when the program started in the fall of 2018 were around 20 to 30. We were at our peak in the fall of 2019. Then, we all know what happened in the spring of 2020, which didn't affect us as much into the fall and spring, but not many new students enrolled in the program. We're almost back up to pre-pandemic levels in the past year, especially in exercise science. We're at 59 students compared to 65 students pre-pandemic.

Next, we will discuss the Tower and why we're excited about the new facility. In the Tower, on the third floor, there will be a new fitness, exercise, and science lab, a new exercise science classroom, and a fully functional fitness center. This fitness center is not just for my students but for the entire College campus.

There will be cardio equipment, weight machines, and all of the standard equipment for free weightlifting. A welcome desk and more for yoga mats and stretching flexibility would be in the middle. We're looking forward to having that space. Our Exercise Science Lab can only hold 12 students, but there is a class with 17 students. Sometimes, the student has to stagger or sit in the hallway, which is not conducive.

Another benefit of the program is hosting health and fitness pop-up events for students, faculty, and staff. Since the fall of 2019, these events have allowed our students to engage with the public to help them enhance their health, fitness, and wellness skills and techniques. This helps teach our students some of the soft skills in working with the population while helping improve the health and wellness of our community. Our Exercise Science and Personal Training students take the lead during these events, and I am there to supervise and ensure safety. Some topics we cover with our health and

fitness screenings are blood pressure screenings, oxygen saturation, and resting heart rate. We assess cardio-respiratory fitness, flexibility, body composition, and muscular fitness. We've also done demonstrations of flexibility and different resistance training exercises.

This past spring, we took eight students to the American College of Sports Medicine Regional Conference in New York City. It was an excellent experience for them.

If you have any questions for me, I am happy to answer them.

Trustee Lee offered remarks.

Great presentation. I'm curious about the student who needed the necessary accommodation. Did we know beforehand that it would have been an impediment?

Karen Hosick responded.

It was an intellectual disability. The student excelled in all of our classes with the accommodations through our accessibility center. For accommodations, we require a particular document. However, these large corporations have an extensive list of necessary documentation. I tried to help this student gather all the documentation, but it was impossible. The student wanted to do it without the accommodations but needed extra time on the exam. Looking forward, we have students who need accommodations, and I will make them aware of what might be necessary to take that certification exam.

Trustee Peña offered remarks.

I can speak to that because my background is on the Child Study Team. Two things are needed: a cognitive assessment and an educational assessment, which can be pricey. When you're in school, Pre-K through 12, the school pays for it. Otherwise, it could be a costly amount of \$1,500 to get these assessments. Let's continue to have this conversation because I think that's something that we can provide to our students, even if it's an additional time of an extra 15 minutes. Students who are applying to law school and taking their LSAT could use those additional 15 minutes.

President Reber offered remarks.

On the agenda tonight is hiring a new Director of Accessibility Services, who brings ten years of solid experience to get us to the next level.

Karen Hosick resumed her remarks.

Thank you so much. Without further ado, I present former student and alumnus Ismail Griffin. He graduated from our Exercise Science program in the spring of 2022.

Ismail Griffin offered remarks.

Hello, everyone. My name is Ismail Griffin. If you told me a few years ago I would have graduated summa cum laude with a degree in Exercise Science, I would not have believed you. Before coming to Hudson County Community College, I enrolled in college twice without success. My initial intentions when I first started college in 2013 weren't about continuing my education but more about being able to continue to play football. I've always been passionate about sports and fitness.

I was enrolled in the Exercise Science program, but it didn't grab my attention or interest and only lasted for about a year and a half. I was too focused on football, and my grades slipped. So, I transferred to my local community college in upstate New York, this time as a Physical Education Major. I struggled with classes and dropped out. I thought that college just wasn't for me. I worked full-time at

a local factory until 2019 when I decided to get certified as a personal trainer. Then, I moved to Jersey City with my girlfriend for a fresh start and an attempt at a new career.

I worked at a gym for less than a year before COVID shut down the branch entirely, and I was left to start over again. I learned about the Community College Opportunity Grant and I applied for it. I decided to give college one last try.

I love being a personal trainer, but I want to have a better insight into how our bodies move and adapt to exercise and answers to my client's questions. So, at the age of 28, I went back to school again. I was nervous because of my age and previous experiences, but all that disappeared once I met my professors. The program challenged me without being overwhelming, and the hands-on experience was invaluable. I learned how to measure strength, balance, and VO2 max and then practice those findings in the same parameters in the lab. This helped my studies and made me a better trainer, like when older clients asked me if it was safe for them to lift weights because of their age.

My time at Hudson County Community College provided me with an associate's degree and the confidence to continue pursuing higher education and become a business owner.

I went from having a 2.5 GPA in my previous colleges to joining the Honor Society, making the Dean's list, and graduating with a 3.9 GPA. I owe my current success to the time I spent here at Hudson County Community College, especially Professor Hosick.

Since graduating here, I have continued my studies at Rutgers University, and I have my sights set on eventually earning a Ph.D. in Exercise Science. I've also established my own in-home personal training business, which will continue growing. My education and knowledge are a large part of what helps sell my services. I'm very grateful that I gave college one last try here.

I look forward to seeing how the Exercise Science program continues to grow in the future and provide even more opportunities for non-traditional students like myself.

Dr. Sirangelo offered closing remarks.

Thank you for your time. I'm very proud of the success of our programs. We make a difference. We all appreciate all that you do to support us. Happy Thanksgiving. Thank you.

Trustee Lee asked a question.

How is the Pay It Forward program funded?

Dr. Sirangelo responded to the question.

Pay It Forward is funded through Social Finance. It's a foundation. One of the principal partners is RWJ Barnabas Health, but there are others, including the State of New Jersey.

President Reber offered closing remarks.

We are one of three colleges in the State to qualify for Pay It Forward. Governor Murphy introduced the program here last August. Students can take advantage of zero-interest loans and they are forgiven if they don't achieve a certain salary level. Meanwhile, they are given a living stipend.

Thanks so much, Dr. Sirangelo, Dr. Byrd, Professor Hosick, Ms. DeCastro, and Mr. Griffin.

You make us all proud!

We all are looking forward to the College's 26th Annual Holiday Gala on Thursday, December 7 beginning at 6 p.m. in the Culinary Conference Center. Concurrently, we are celebrating the 40th anniversary of our Culinary Arts Institute.

We are delighted to honor Andrew Campbell, Founder and President of Eastern Millwork, Inc., one of the nation's top manufacturers of architectural woodwork for commercial, institutional, and corporate projects.

As you are aware, we have partnered with Eastern Millwork in a unique and highly successful and celebrated apprenticeship program that is now four years in the making, and growing.

As usual, our spectacular Gala will showcase our award-winning Culinary Arts programs and students.

This year, students in other academic areas will also offer displays of their work.

We thank Vice President Nicole Johnson, Dean Ara Karakashian, the faculty and students in our Culinary Arts program, our Foundation Directors, and others who are working very hard to make this a truly special evening for everyone!

Trustees, this concludes my report.

Have a safe and enjoyable Thanksgiving holiday, everyone!

Regular Monthly Reports and Recommendations

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

2. Gifts, Grants, and Contracts Report

Hudson County Community College has received the following grants:

Title: Mental Health and Wellness Mini-Grant

Agency: New Jersey Council of County Colleges

Purpose of Grant: The grant aims to support campus-based mental health and wellness events designed to increase awareness about mental health and wellness and reduce stigma for students and other college community members.

College Administrator: Doreen Pontius

College Contribution: \$0

Award Amount: \$1,482.00

Title: College Readiness Now X

Agency: New Jersey Council of County Colleges

Purpose of Grant: The goal of College Readiness Now is to increase the number of college ready students in math and/or English.

College Administrator: Cristhian Altamirano

College Contribution: \$0

Award Amount: \$54,697.00

Title: Tree Planting Grants for NJ Public Schools, Colleges, and Universities

Agency: New Jersey Department of Environmental Protection (DEP)

Purpose of Grant: Renovation and new planting of trees on campus.

College Administrator: Ilya Ashmyan

College Contribution: \$0

Award Amount: \$217,400.00

Title: Gateway to Innovation

Agency: Citizens Philanthropic Foundation

Purpose of Grant: The Gateway to Innovation program is designed to achieve equitable workforce solutions.

College Administrator: Lori Margolin

College Contribution: \$0

Award Amount: \$25,000.00

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 Awarding Contract for Professional Architectural and Engineering Services for the Culinary Conference Center Building Roof to be funded through Chapter 12 at a cost not to exceed \$44,000 was approved.
2. Resolution Approving a Change Order to the Construction Contract for the North Hudson Campus Café to be funded through the American Rescue Plan (ARP) Grant in the amount of \$14,955.26 was approved.
3. Resolution Authorizing Purchase of Unified Communications as a Service (UCaaS) Platform to be funded from the operating budget at a cost not to exceed \$399,789 was approved.
4. Resolution Awarding Purchase of Student Recruitment and Engagement Platform to be funded from the operating budget at a cost not to exceed \$124,474 was approved.
5. Resolution Authorizing Agreement for Career Service Platform to be funded from the operating budget at a cost not to exceed \$6,500 was approved.
6. Resolution Authorizing Purchase of Specialty Food Products for Culinary Conference Center to be funded from the operating budget at a cost not to exceed \$85,000 was approved.
7. Resolution Authorizing Purchase of Seafood Products for Culinary Conference Center to be funded from the operating budget at a cost not to exceed \$75,000 was approved.
8. Resolution Authorizing Purchase of Dairy Products for Culinary Conference Center to be funded from the operating budget at a cost not to exceed \$65,000 was approved.
9. Resolution Authorizing Purchase of Meat Products for Culinary Conference Center to be funded from the operating budget at a cost not to exceed \$65,000 was approved.

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10. Resolution Awarding Renewal of Maintenance Agreement for Sharp Multifunctional Printers/Copiers to be funded from the operating budget at a cost not to exceed \$80,000 was approved.
11. Resolution Authorizing Renewal of Association of College and University Educators (ACUE) Partnership to be funded from the operating budget at a cost not to exceed \$50,000 was approved.
12. 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 \$126,000 was approved.
13. Resolution Authorizing Renewal of 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 at a cost not to exceed \$45,800 was approved.
14. Resolution Authorizing Renewal of Bloomberg Terminal Software to be funded by the Carl D. Perkins Grant at a total cost of \$110,000 was approved.
15. Resolution Authorizing Sponsorship of Annual Foundation Dinner to be funded from the operating budget at a cost not to exceed \$26,000 was approved.
16. Resolution Authorizing Approval of the 2023 Audit was approved.
17. Resolution Amending Resolution #1 from October 19, 2021 Board of Trustees Meeting, to be funded from the operating budget at an increase of \$16,228, was approved.

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

1. The resignation of a College Lecturer was accepted.
2. Appointments of Full-time Staff were approved.
3. Appointments of Temporary Full-time Staff were approved.
4. Appointment of Temporary Full-time Faculty was approved.
5. Authorizations of Part-time Staff through November 2024, 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
Support Analyst	N/A	Mark Amaker	Salary Grade Change From 107 to 111 Salary Adjustment From: \$42,317.30 To: \$49,985.73	December 1, 2023
Support Analyst	N/A	Anthony Deschamps	Salary Grade Change From 107 to 111 Salary Adjustment From: \$43,065.30 To: \$51,223.07.	December 1, 2023

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Senior PC Technician	Senior Support Analyst	Lawrence Louie	Salary Grade Change From 110 to 112 Salary Adjustment From: \$55,692.92 To: \$60,704.15	December 1, 2023
Data Network Administrator	N/A	Hardik Sanghavi	Salary Grade Change From 112 to 113 Salary Adjustment From: \$63,943.74 To: \$67,595.54	December 1, 2023
Senior Audio-Visual Analyst	N/A	Willie Shirer	Salary Grade Change From 110 to 112 Salary Adjustment From: \$51,938.29 To: \$56,129.84	December 1, 2023
Vice President for External Affairs and Senior Counsel to the President	Vice President for External Affairs and Strategic Initiatives, and Senior Counsel to the President	Nicholas Chiaravalloti	Salary From: \$169,372.68 To: \$ 175,000.00	December 1, 2023
Vice President for Student Affairs and Enrollment	Senior Vice President for Student Affairs and Enrollment	Lisa Dougherty	Salary From: \$182,421.75 To: \$195,000.00	December 1, 2023

8. Resolution to Approve Policies on Student Code of Conduct and Institutional Data Governance were passed.

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

1. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Hudson River Apiary Society (HRAS) was approved.
2. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Saint Peter's University (SPU) was approved.
3. Resolution Authorizing Amendment of Agreement Between Hudson County Community College (HCCC) and Robert Wood Johnson Health Network was approved.
4. Resolution Authorizing Renewal of Affiliation Agreement Between Hudson County Community College (HCCC) and The Rothman Orthopedic Institute for Clinical Experiences in Radiography was approved.
5. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and Stanlaw Fitness for Internship Experiences in Personal Fitness Training and Exercise Science was approved.
6. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and New Jersey Reentry Corporation (NJRC) for Internship Experiences in Human Services and Addictions Counseling was approved.
7. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and Comunidad Unida Rehabilitacion de Adictos for Internship Experiences in Human Services and Addictions Counseling was approved.

8. Resolution Authorizing Agreement Between Hudson County Community College (HCCC) and Rutgers Youth Success Program (RYSP) within the Center for Advanced Infrastructure and Transportation (CAIT) at Rutgers, The State University of New Jersey was approved.
9. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Bridgeway Behavioral Health Services (BBHS) for the Delivery of a Phlebotomy Refresher Course for Nurses was approved.
10. Resolution Authorizing Partner Program Agreement Between Hudson County Community College (HCCC) and CompTIA was approved.
11. Resolution Authorizing Renewal of Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and The Medicine Woman was approved.
12. Resolution Authorizing Renewal of Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Seraph and Sons, LLC was approved.
13. Resolution Authorizing Renewal of Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Golden Door Dispensary, LLC was approved.
14. Resolution Authorizing Renewal of Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and KushKlub NJ was approved.
15. Resolution Authorizing Renewal of Agreement Between Hudson County Community College and New Jersey Reentry Corporation for the Provision of GED Instruction was approved.
16. Resolution Authorizing Agreement Between Hudson County Community College (HCCC) and SciTech Scity, LLC was approved.
17. Resolution Authorizing Renewal of Agreement Between Hudson County Community College (HCCC) and the International Brotherhood of Electrical Workers (IBEW) Local 164 was approved.
18. Resolution Authorizing Agreement Between Hudson County Community College (HCCC) and the New Jersey Council of County Colleges (NJCCC) for College Readiness Now X was approved.
19. Resolution Authorizing Agreement Between Hudson County Community College (HCCC) and Hudson County Schools of Technology (HCST) for Dual Credit Instruction in Computer Programmer, General was approved.
20. Resolution Authorizing Academic Calendar for Fall 2024 Term was approved.
21. Resolution Authorizing Modification to Number of Required Credits in Proficiency Certificates in Construction Administration, Construction Technology, and Health Science was approved.

There was no **New Business**.

The **meeting was adjourned** at 6:09 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.