

**Summary of Proceedings  
Meeting of the Board of Trustees  
Tuesday, May 14, 2024**

**5:00 p.m., Mary T. Norton Board Room and via Zoom**

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

**Trustees Absent:** Edward DeFazio and Joseph Doria.

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

**Report:**

**1. 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 as we arrive at the conclusion of another successful semester.

As the spring 2024 semester is coming to an end, there is much to report that has recently happened and will soon happen. On April 24, Professor Katie Sweeting held a well-attended book launch party at the Journal Square Campus (JSQ), celebrating the release of her new historical novel, entitled *Remnant*. This was followed by a similar event on May 7 at the North Hudson Campus (NHC). This morning I learned that Professor Sweeting's novel is now ranked #1 on Amazon's list for Best New African American Historical Fiction. We wholeheartedly congratulate our colleague on her literary achievement, and I look forward to reading the book this summer.

At the end of this month, the All College Council (ACC) executive board will travel with other members of the college to the NISOD conference in Austin, Texas. The three members will be presenting on our lessons learned and our experiences during our first year in ACC leadership. Our presentation, entitled "Community College Shared Governance: Institutional and Personal Perspectives" promises to be the blockbuster event of the summer season.

Hudson will be represented by a large contingent of faculty and staff. Those presenting in addition to us include Professors Sonja Rodiger, Saliha Yagoubi, Jonathan Cabrera, and adjunct Lilisa Williams. And, finally, I'd like to congratulate the entire college community, along with our leader, Dr. Reber, on being recognized with the 2024 "Most Promising Places to Work in Community Colleges" NISOD Award.

We are in the midst of a very busy final week of the semester. There was the “ESL to Graduation” Ceremony yesterday at JSQ and today was the Employee Recognition Lunch, which was planned and hosted by the ACC College Life Committee. After the Board meeting tonight, the college will be hosting the annual Graduation Commencement Formal at the Hudson House. Tomorrow, Wednesday night, we look forward to the PA Faculty Recognition Dinner. The grand finale comes on Thursday, as we all gather to celebrate the 2024 graduates at the Commencement Ceremony at Red Bull Arena.

Let’s now proceed to committee reports:

- The Academic Senate looks forward to continuing their work next semester in reviewing policies and undertaking subcommittee projects, such as the ongoing analysis of the college-wide incomplete policy.
- The Student Affairs Committee successfully drafted and presented an updated Governance Recommendation (GR) on the college’s lactation policy. The new GR was proposed and explained to the college community during the ACC general meeting, which took place on April 24. The proposed GR was put to a vote that passed with an overwhelming majority. We look forward to advancing this to Dr. Reber for his review in the near future.
- The Development and Planning Committee under the leadership of Director of Pathways Anita Belle has achieved much this past semester in raising awareness on the importance of giving back and donating to Hudson. The committee accomplished this with presentations at campus-wide events and by establishing and maintaining their presence at the many important events held throughout the semester. We look forward to seeing them build upon this momentum next semester.
- The College Life Committee continues to assist in the steps for wellness challenge which is now in its ninth week and nearing completion. As part of this program Vice President of Human Resources Anna Krupitskiy and I co-led a group walk across the Brooklyn Bridge on Saturday, May 4. I had the honor to serve as tour guide, providing the history of the bridge and the city for those in attendance. The committee likewise successfully planned and executed a faculty and staff appreciation lunch that occurred earlier today. Almost 200 members of the Hudson family attended and were treated to a delicious Cuban lunch.
- The Technology Committee is exploring various tech and software options to enhance wayfinding at both JSQ and NHC. Committee chair Lisa Bogart has emphasized that the options they are considering will be both cost effective and easily accessible to students, employees, and visitors.
- Space and Facilities reports that students will be painting a mural on the STEM Building over the summer. The artwork will be inspired, designed, and implemented by HCCC students. We all look forward to seeing their artistic creativity and the added vibrancy it will bring to our campus.

With that, I conclude the committee reports and would like to say in closing that we extend to all our graduating students an enthusiastic congratulations! We wish everyone the best of luck in their future endeavors!

Finally, thank you to everyone who made this report possible, including ACC Vice Chair Raffi Manjikian, ACC Secretary Sarah Teichman, all the ACC committee members, President Reber and the cabinet, and the entire college community. Thank you all for your time!

### ***President’s Report***

*President Reber offered the following report.*

Good evening, Trustees.

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

*Moment of Silence*

Thank you.

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

Dr. Cody, thanks for your report and for your outstanding leadership of the All College Council this year! It is a pleasure working with you and your colleagues, and we so appreciate everything you do for Hudson County Community College!

Over the past several weeks, the HCCC family has been celebrating our graduating students in many ceremonies and events, including celebrations of our English as a Second Language students, Black and Brown students, Educational Opportunity Fund students, Hudson Scholars, LGBTQ graduates, academic program graduates and honorees, student leaders, and many others. We all are looking forward to the culminating celebration of the year – our 47th annual Commencement Ceremony this Thursday, May 16 beginning at 10 a.m. at Red Bull Arena in Harrison. We will celebrate 1,528 graduates this year, another College record!

In this evening's board materials is notice of a new \$600,000 grant from the National Science Foundation to expand HCCC's Cybersecurity program. The grant will directly support our initiatives to increase the representation of women students in our program, expand opportunities for experiential learning, create additional certification options, and other program enhancements. The college's cybersecurity program is one of our fastest-growing academic programs and is designated as a National Center of Academic Excellence in Cybersecurity by the National Security Agency. This is the College's second NSF grant.

We thank and congratulate Dean of STEM, Dr. Burl Yearwood; Coordinator of our Cybersecurity Program, Professor Faisal Aljamal; and all faculty and staff involved for their leadership and contributions in building our program into a national model.

This evening, I have invited Educational Opportunity Fund Counselor Eric Okai, Instructor of Criminal Justice Jonathan Cabrera, and students Jay Japay and Luis Diaz to discuss "The Brotherhood," a student-centered, male-identifying initiative to create a healthy and supportive environment for male student scholars.

As you will hear, monthly Brotherhood meetings address areas of growth in the academic, personal, and professional development of students.

It is a pleasure to invite Vice President for Academic Affairs, Dr. Darryl Jones, to introduce this evening's guests and their report, entitled, "Redefining Success: Empowering Students through The Brotherhood."

*Dr. Darryl Jones offered the following remarks.*

Thank you very much. Good afternoon and hello, Trustees.

Tonight's presentation is a special one because you will hear about a unique initiative that is designed to create a sense of belonging and attachment that ultimately empowers a high risk student population,

college enrolled students who self identify as males. At the college, “The Brotherhood” had its beginnings in November 2020 and it was named “The Barbershop”.

Some of the early barbers were Dr. Yeurys Pujols, Dr. Burl Yearwood, Amaalah Ogburn, and Natalia Vazquez-Bodkin.

The mission of “The Barbershop” was not to give participants haircuts, but to give them something better, a barbershop-like culture that was meant to encourage brotherhood, camaraderie, and foster connections among male identifying faculty and staff. In essence, it's a casual space to discuss and have common ground and share common experiences.

In 2023, Eric and Jonathan seized the opportunity to take “The Barbershop” to the next level, that being “The Brotherhood,” which you will hear more about. I'm impressed with what Eric and Jonathan are doing to inspire, motivate, and encourage leaders to achieve excellence and grow professionally. It is impressive to see that during each of the Brotherhood meetings, the circle gets bigger and bigger.

The Brotherhood has recently engaged Matt Fessler, Dean of Enrollment, as they are beginning to establish external connections with similar organizations, that have like missions. The work that they're doing is important because it is aligned with the college's recent engagement in the Racial Equity Leadership Academy, promoting the academic success of Black and African American male students, whose goal is to eliminate retention and completion gaps for Black Americans, Black and African Americans, support enrollment and full participation in Hudson Scholars, and, of course, increase academic and career pathways. Additionally, I'm also committed to continuing to support the group as they engage in the Twelfth Annual Men of Color Leadership Conference held at Capital Community College in Hartford, CT in October.

*Eric Okai offered the following remarks.*

Good afternoon, everyone. I am Eric Okai, Educational Opportunity Fund (EOF) Counselor, presenting on “Empowering Students to the Brotherhood” alongside Professor of Criminal Justice Jonathan Cabrera.

The Brotherhood came to be because there was no safe space and supportive environment specific for men of color on this campus. Although we have the Barbershop, it is specifically geared towards staff and faculty. We wanted to offer the same culture as the Barbershop but focused more on students.

Professor Cabrera and I were able to utilize our areas of expertise to establish and develop the Brotherhood with support from both EOF Director Dr. Jose Lowe as well as Vice President for Academic Affairs, Dr. Darryl Jones. We meet twice a month, and we see about 12-25 students per session.

*Jonathan Cabrera offered the following remarks.*

Our students are aware of this program through word of mouth. Most come from the EOF community. Other students come because their instructors introduced them to the Brotherhood. In spreading word of mouth about the Brotherhood, it solicits a community where students can engage with each other, and learn from their peers.

The students come for different reasons such as a sense of community and an outlet to express themselves freely. We encourage the students to share all within the group, but we also are available on an individual basis.

*Eric Okai resumed his remarks.*

We offer a safe space, tools, and techniques to develop a sense of belonging; creating a haven by taking the lead in showing members of the Brotherhood how to be authentic leaders.

Jonathan and I understand that it is our duty and role here at the college, as staff and faculty members, to fulfill our roles at a high level while demonstrating ourselves as being approachable, nonjudgmental, and human. We recognize that being authentic allows our students to see us as multi-dimensional figures as opposed to figures of authority. It is very important that they see us as individuals that they can relate to as opposed to people that are distant and far away.

With the commonalities that Jonathan and I share, we created an environment where students feel seen and heard because of our shared life experiences, which allows them to feel they're part of a community and see themselves in us. They've accepted us as one of their own, which is in the center of belonging.

*Jonathan Cabrera offered remarks.*

Ultimately, we are creating a community of leaders. Most of these students have leadership potential that hasn't been tapped into yet because either they haven't learned the skills or haven't been offered the opportunity.

Eric and I are role models because we are regular people, from black and brown communities. We have shared experiences similar to what students might have been through. We speak from personal experience and guide them through their journey so they feel comfortable and prepared. Our students often feel learning is difficult when life is happening, usually because they are experiencing family issues, food scarcity, or financial hardship. We help them develop a solution and support them throughout the process. We also provide academic and professional development.

The Brotherhood is a community for support and comfort where we encourage our members to excel academically, personally, and professionally.

*Eric Okai offered remarks.*

There are a few goals and expectations for the Brotherhood. We believe that this community will help increase retention. Although we as an organization cannot provide resources like other departments, we offer an atmosphere of men uniting together, making the academic space less threatening and more familiar. Students who do not feel connected to the campus often do not complete the degree within the institution because they feel alone. In creating this space, we're able to have conversations in which we're able to identify areas of growth, what they can do, and what resources are here and available to them at the college. For example, we helped students with losses within their families connect with the mental health counseling department.

One of the things that we also want to work on is establishing a men's conference. In the coming years, we look forward to bringing these students together in a Men of Color initiative. They recently were able to attend a conference at Kean University. During the visit, our students connected with other men from four-year institutions. In meeting and connecting with peers, our students are less likely to be intimidated and doubtful of themselves.

We strive to develop and establish partnerships with other institutions of two- and four-year colleges, such as Union College, Saint Peter's University, New Jersey City University, Montclair State University, and City University of New York. They all have Men of Color initiatives at these institutions. What we would like to do is be able to partner with those institutions and possibly have a collaboration event, creating a conference or an event where we're all able to bring our students together and engage.

*Jonathan Cabrera offered remarks.*

The data we've collected from the Brotherhood has been through surveys. The students are offered a survey of about 12-15 questions at every meeting. For spring, we gathered information from 11 different surveys with 70 responses.

We asked students about their experience with the event; the results were excellent or good. The excellent category had just under 70 responses, good at 12, and then one person said okay. We asked if they would recommend students to the brotherhood; the majority said yes, some said not sure, and a rare few said no. We left the last part of the survey open for comments and asked what parts of the conversation were helpful.

The feedback and advice we received from some of my fellow brothers is that students are viewing others' stories and being able to relate to them and their mental health obstacles.

In the black and brown male community, it is frowned upon to even talk about mental health. There are a lot of negative connotations and stigmas surrounding this topic, along with expressing yourself. We collaborated with a mental health counselor to offer, one of our best sessions yet. Although I am a facilitator, I learned many things from the counselor, as did the students.

The last question was, "What topics would you like to learn about in the Brotherhood?" Responses include careers, getting ahead in life, mental health, available benefits for the youth, and a trip. The students are enthusiastic and are showing interest in the Brotherhood. We created a program for this need in our community.

I now present two of our Brotherhood members to speak about their experiences and reflections about the program.

*Luis Diaz offered remarks.*

Greetings. My name is Luis Diaz. I am a major in Theater and Arts.

I started my school journey in 2023. I graduated high school in 2000, and, since then, I have struggled and questioned myself: how do I become a better student? How do I become a student again?

I knew that I had to get involved in school activities, but how do I do that when I'm a little timid and I don't like speaking in front of people? The Brotherhood was definitely supportive and a huge choice for me because I met these guys, whom I can relate to, since they have had similar life experiences and obstacles.

This has made me a better student, father, and husband, and now I'm looking into employment in administration just because of their support.

The Brotherhood became a crucial part of me. I'm walking along with people like me, which is essential. I can say that my brothers feel the same way, too. Thank you.

*Jay Pajay offered remarks.*

My major is Criminal Justice. I learned about the Brotherhood last semester. I was in Professor Cabrera's class, and he invited me. Since I joined, I have loved the experience. We touch on important topics like mental health because everyone deserves a healthy mind.

Speaking about mental health or other topics through current events allows us to feel comfortable among men. We talk about dating, texting with a girl, and other areas of our interest. We also talk about leadership. Eric and Professor Cabrera teach about the importance of the leadership circle, ways of

becoming a leader, and future endeavors after graduation. Eric always asks if everything is okay. He cares and checks up on the students.

The Brotherhood is a great organization. I hope it continues its momentum. If my finances allow me to do so in the future, I will donate to this organization.

*Eric Okai offers final remarks.*

So that will conclude our presentation on the Brotherhood. Thank you so much for your time. We appreciate you!

*President Reber offered closing remarks.*

Thanks so much, Darryl, Eric, Jonathan, Jay, and Luis.

What a great presentation about a truly inspirational initiative!

Trustees, this concludes my report.

### **Regular Monthly Reports and Recommendations**

**1. The Minutes of the Regular Meetings of April 16, 2024 were approved.**

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

*Hudson County Community College has received the following grant:*

**Title:** Empowering the Next Generation of Cybersecurity Professionals with a Focus on Women

**Agency:** National Science Foundation (NSF)

**Purpose of Grant:** To increase the representation of women within HCCC's Cybersecurity Program

**College Administrator:** Professor Faisal Aljamal

**College Contribution:** \$0

**Award Amount:** \$599,811.00

**Title:** HCCC Art Foundation

**Agency:** Jersey City Arts & Culture Trust Fund

**Purpose of Grant:** Creation and installation of placards for Foundation Art Collection

**College Administrator:** Andrea Siegel

**College Contribution:** \$0

**Award Amount:** \$13,125.00

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 Consultation for Development of a Five-Year College-Wide Strategic Plan to be funded from the operating budget at a cost not to exceed \$19,995, 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 Senior Assistant Director of Program Operations and Development was accepted.
2. Appointments of Full-time Staff were approved.
3. Appointments of Temporary Full-time Staff were approved.
4. Authorizations of Part-time Staff through May 2025, as needed, were approved.
5. Appointments of New Hire Adjunct Instructors were approved.
6. The following Modifications to the Staffing Table were approved:

<b>Current Approved Title</b>	<b>New Title</b>	<b>Incumbent (If applicable)</b>	<b>Salary Grade and Salary Adjustment (If applicable)</b>	<b>Effective Date</b>
Learning Systems Manager	Director of Instructional Systems for Online Learning	Robert Kahn	Salary Grade From: 114 To: 119 Salary Change From: \$73,629.17 To: \$91,317.07	May 16, 2024
Instructional Designer	Senior Instructional Designer	Callie Martin	Salary Grade From: 115 To: 116 Salary Change From: \$86,060.20 To: \$88,060.20	May 16, 2024
Director	Associate Dean	Jennifer Valcarcel	Salary Grade From: 117 To: 120 Salary Change From: \$74,263 To: \$90,000	May 16, 2024

7. Resolution to Approve Student Mental Health Leave of Absence Policy was passed.

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

1. Resolution Authorizing Renewal of Affiliation Agreement Between Hudson County Community College (HCCC) and AHS Hospital Corp for Clinical Experiences in HCCC's Registered Nurse (RN) Program was approved.
2. Resolution Authorizing Renewal of Affiliation Agreement Between Hudson County Community College (HCCC) and IJKG Opco LLC d/b/a CarePoint Health – Bayonne Medical Center for Clinical Experiences in HCCC's Registered Nurse (RN) Program was approved.
3. Resolution Authorizing Renewal of Affiliation Agreement Between Hudson County Community College (HCCC) and Hudson Hospital Opco LLC d/b/a CarePoint Health – Christ Hospital for Clinical Experiences in HCCC's Registered Nurse (RN) Program was approved.
4. Resolution Authorizing Renewal of Affiliation Agreement Between Hudson County Community College (HCCC) and HUMCO Opco LLC d/b/a CarePoint Health – Hoboken University Medical Center for Clinical Experiences in HCCC's Registered Nurse (RN) Program was approved.
5. Resolution Authorizing Renewal of Affiliation Agreement Between Hudson County Community College (HCCC) and Peace Care St. Ann's for Clinical Experiences in HCCC's Registered Nurse (RN) Program was approved.



6. Resolution Authorizing Renewal of Affiliation Agreement Between Hudson County Community College (HCCC) and North Hudson Community Action Corporation for Clinical Experiences in HCCC's Registered Nurse (RN) Program was approved.
7. Resolution Authorizing Renewal of Affiliation Agreement Between Hudson County Community College (HCCC) and Hudson Regional Hospital for Clinical Experiences in HCCC's Registered Nurse (RN) Program was approved.
8. Resolution Authorizing Renewal of Affiliation Agreement Between Hudson County Community College (HCCC) and North Hudson Community Action Corporation for Clinical Experiences in HCCC's Practical Nurse (PN) Program was approved.
9. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and the New Jersey Judiciary for Internship Experiences in Human Services and Criminal Justice Programs was approved.
10. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Advanced Disability Management Services was approved.

There was no **New Business**.

The **meeting was adjourned** at 5:45

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.