

**NEW JERSEY COUNCIL OF COUNTY COLLEGES
MIDDLESEX COUNTY COLLEGE
MONDAY, JUNE 15, 2020
VIA ZOOM**

MINUTES

I. WELCOME

1. Meeting was Called to Order at 6:00 p.m. - Reading of Public Announcement

In compliance with the Open Public Meetings Act of the State of New Jersey, advance notice of this Public Meeting of the Council was provided on November 20, 2019 by posting written notice of this meeting on the bulletin board in the entrance to the Council office and by transmitting the meeting notice via priority mail to The Trenton Times, The Trentonian and to the Secretary of State.

ATTENDEES:

<u>College</u>	<u>President</u>	<u>Board Chair</u>	<u>Board Alternate/ Other Trustees</u>
Atlantic Cape	Barbara Gaba		
Bergen	Anthony Ross		Sheetal Ranjan
Brookdale			Barbara Horl
Camden	Donald Borden		Jessica Stewart
Essex	Tony Munroe		Arnold Lewis
Hudson	Chris Reber		Pamela Gardner
Mercer	Jianping Wang		Lawrence Nespoli
Middlesex	Mark McCormick		Christine Buteas
Morris	Anthony Iacono	Thomas Pepe	Jeff Advokat
			Paul Licitra
Ocean			
Passaic	Steven Rose		Dennis Marco
Raritan	Michael McDonough	Robert Wise	
Rowan at Burlington	Michael Cioce		
Rowan at Gloucester			
Salem	Michael Gorman	Ida Bowen	Dot Hall
Sussex	Jon Connolly	William Curcio	
Union	Margaret McMenamin		Mary Zimmerman
Warren	Will Austin	Phil Linfante	

There were 29 voting members of the Council who were present during the business meeting, constituting a majority and quorum.

Additional Attendees: Larry Halvenka, Bergen; Michelle Campbell, Middlesex; Maris Lown, Union

Council Staff: Aaron Fichtner, Catherine Starghill, Linda Lam, Megan Swieconek, Jacob Farbman, Zakir Mirza, and Jessica Britt.

2. **Introductions and Announcements**

- A. NJCCC Staff Spotlight- Jessica Britt
- B. New Council Staff Member- Catherine Starghill

II. **BUSINESS**

3. **Approval of Minutes**

By motion of Mary Zimmermann, and seconded by President Munroe, the minutes of the February 10, 2020 Executive Committee meeting; February 24, 2020 Council meeting; March 23, 2020 Executive Committee meeting; April 8, 2020 Executive Committee meeting; April 20, 2020 Executive Committee meeting; May 7, 2020 Executive Committee meeting; and May 14, 2020 Executive Committee meeting were approved without amendment.

4. **Approval of Council Financial Statements**

By motion of Mary Zimmermann, and seconded by President Munroe, the Council accepted the financial statements for March 2020, April 2020, and May 2020.

5. **Report on Temporary Investments**

The Council currently keeps its cash reserves in an account with Spencer Savings Bank. The Council is also enrolled in the NJ Cash Management Fund. As of May 31, 2020, the Council's NJ Cash Management Fund holdings are \$1,447,531.89.

6. **Council Organizational Items**

- **ACTION: Approval of NJCCC Council Budget for FY2021**

By motion of Mary Zimmermann, and seconded by Barbara Horl, the Council accepted the NJCCC Council Budget for FY2021.

- **ACTION: Election of NJCCC Executive Committee Member to Fullfill Unexpired Term**

By motion of Helen Albright, and seconded by Dot Hall, the Council approved Jessica Stewart of Camden County College to fill the vacant trustee-at-large position.

- **ACTION: Amended Bylaws and Policies**

By motion of Mary Zimmermann, and seconded by President Gaba, the Council adopted the amended Bylaws and Policies.

- **NJCCC President Evaluation**

Chair Linfante and President Connolly developed an evaluation instrument for the Council Presidents annual evaluation. A survey was sent to the NJ Community College Presidents and to the members of the Executive Committee of the NJCCC for feedback-and-consideration by the Council Chair and Presidents' team lead. The result of that analysis was presented to the Council Executive Committee and discussed. From these discussions recommendations were offered both consistent with the contract and consistent with the strong consensus of the Executive Committee. Those result are delivered here. The survey data supported that Dr. Fichtner was found to be performing "Excellently" in 6 categories and "Extremely Well" in 4 categories. The discussion in the executive committee was thorough and there was broad consensus that Dr. Fichtner was serving the NJ Council of County colleges at a very high level of achievement. An honest, but supportive conversation took place about where improvement is possible, and a subsequent conversation with Dr. Fichtner resulted in no dispute about where renewed energy would help in those areas.

Also consistent with the contract are any recommendations about salary adjustments. It was the strong consensus of the Executive Committee that Dr. Fichtner's base be increased by \$5,000, effective July 1, 2020, for performance over the last several years. In particular, the Chair felt that without the benefit of an evaluation in the previous year, a compensatory bump was called-for this year. For the record, Dr. Fichtner respectfully declined the salary increase.

7. Discussion: Council Actions to Address Racial Injustice

Dr. Fichtner shared the Council 's public statement on the death of George Floyd. NJ's Community Colleges need to be a part of the solution to racial injustice. Council members offered the following suggestions to support the black communities on our campuses:

- Review programs and curriculum, specifically the Criminal Justice programs.
- Believe your students, their stories are true, and be their voice to people that they cannot gain access to.
- Look at best practices, for example Achieving the Dream created an entire framework built on equality.
- Black Lives Matter clubs on campus.
- Graduation rates for black males needs to be improved.
- Allow students to have a voice, and make our campuses more welcoming to black students.
- Hire more diverse faculty and staff.
- Create an NJCCC Racial and Social Justice ad-hoc committee.

III. STRATEGY

8. Committee Reports

- **State and Federal Policy- Barbara Gaba and Phil Linfante**

Dr. Fichtner reported the state budget cuts to community colleges during the COVID 19 pandemic has been severe. The federal CARES Act will address only a small percentage of this economic pain, with funds going to the critical needs of students and with much of the funds to colleges having significant restrictions. Now is our time to act. Community colleges are uniquely able to play a critical role in the state's recovery from this crisis, but this will only possible with continued state support.

Our key request to the Legislature is that state operating aid to public colleges and universities be restored to at least 50% for the fifth quarter of FY 2020. Key actions in support of this request are: 1. meet with ALL members of the Legislature; 2. encourage emails to the Legislature from trustees and key partners through the Council's Legislative Action Center; 3. write op-eds in local newspapers.

- **Economic Mobility Committee**

Jake Farbman updated the Council on the following committee priorities:

1. Basic Needs Coalition
2. Professional Development
3. Engaging Adult Learners/Institute of Higher Education Policy.

- **Workforce Alignment**

Dr. Fichtner reported the launch of the Pathways and Skills Collaborative is underway with the following updates:

Healthcare

- 15 community colleges participating
- Launch meeting with partners – July 8th

Advanced Manufacturing / Transportation, Logistics and Distribution

- 15 community colleges participating
- Launch meeting with partners – July 22nd

Technology

- 14 community colleges participating
- Launch meeting with partners – August TBD

- **Collaboration / Operations**

Linda Lam gave the following committee updates:

1. **STATE BUDGET REQUEST-** This year, the committee worked jointly with the Council's State and Federal Policy Committee to develop an annual budget request for state aid for community colleges in FY2021. The Council approved this request and the recommendation was transmitted to the State Treasurer. Unfortunately,

COVID-19 has not only disrupted the normal state budget process for FY2021 - it has completely upended the current FY2020 state budget.

2. **CHAPTER 12-** The committee developed and presented for approval by the Council an FY2021 Chapter 12 allocation. COVID-19 also disrupted this annual process in several ways. The Treasurer's office suspended the Chapter 12 program in May, which means that the FY2020 Chapter 12 authorizations approved by the State Treasurer cannot be bonded at this time. And, as a result of the Treasurer's action, the COC has now extended the deadline for the submission of all documentation for FY2021 Chapter 12 funding until November 2020.
3. **COLLABORATION OPPORTUNITIES-** Beginning the week of June 15th, the committee plans to engage in an effort to consider New and Enhanced Collaborative Efforts for New Jersey's Community Colleges in light of the impact that COVID-19 has had in just these last three months.

- **Learning Innovations**

Linda Lam gave the following committee updates:

1. **COURSE REVIEW-** Annually reviews new and revised courses for state funding purposes. This year, the LIC streamlined the data collection process using enhanced technology. Going forward, the LIC will focus on improving efficiencies in the review process.
2. **GENERAL EDUCATION-** Annually reviews courses for general education designation to align with the transfer elements of the Lampitt Law. This year, the LIC dramatically streamlined its review process by reducing the required documentation needed for approval. Additionally, the LIC evaluated the General Education Framework and has proposed a regulatory change in the number of general education credits required for an Associate of Arts Degree Program. Once the Office of the Secretary of Higher Education has rendered a decision, the LIC will look to modernize the general education framework for all associate degree programs.
3. **PERKINS PROGRAM-** Annually reviews degree programs for Perkins funding eligibility that align with the Carl D. Perkins Act. This Act was recently reauthorized (Perkins V) and includes new requirements for strengthening career and technical education (CTE). The LIC is continuing its efforts with the NJ Department of Education to ensure that community colleges continue to receive adequate resources to expand opportunities for every student to explore, choose, and follow CTE programs of study and career pathways to earn credentials of value.