

UNION COUNTY COLLEGE



**Transforming
Our Community...
One Student
at a Time**

Annual Institutional Profile FY 2021

September 2021

Union County College does not discriminate and prohibits discrimination, as required by state and/or federal law, in all programs and activities, including employment and access to its career and technical programs.

Accredited by the Middle States Commission on Higher Education

Preface

Union County College is a public two-year, comprehensive community college offering high-quality, affordable educational programs to the greater Union County region. It is the oldest of New Jersey's 18 community colleges. Union County College, accredited by the Middle States Commission on Higher Education, currently enrolls almost 15,000 credit, non-credit, and continuing education students. In late 2019, Union County College was proud to be named a Top 150 Community College by the Aspen Institute. This designation is only given to the top 15% of community colleges. Years of commitment to improving student outcomes in the areas of learning, completion rates, employment rates and earnings, and equity were acknowledged with this prestigious recognition.

The College was founded in 1933 and has undergone many changes including a number of different names: Union County Junior College, Union Junior College, and Union College. In 1982, the College merged with the Union County Technical Institute and became an open-access, public comprehensive community college with campuses in Cranford, Elizabeth, Plainfield, Scotch Plains, and a location in Rahway.

The demographic composition of the College's student population and its workforce has changed significantly over time. In Fall 2020, more than three-quarters (75%) of enrolled students were racial/ethnic minorities. The US Department of Education has designated the College as a Hispanic-Serving Institution based upon the College's Hispanic student enrollment.

The College's mission of "transforming our community...one student at a time" unites faculty, staff, and the administration. Every day our students are educated, encouraged, and empowered in their quest to learn and better serve the needs of the community. Almost 90 years ago, the College was established to train jobless teachers during the struggle of the Great Depression. Today, Union continues in the mission of enhancing the lives of career-minded and transfer-oriented students, "...one student at a time."

The College has taken an active and aggressive approach in the quest to accelerate student success with the implementation of strategic initiatives. Operation Graduation and Project Achievement, along with the revitalization of student services and improving teaching and learning among the faculty, have more than quintupled the graduation rates over the past ten years. As we continue to deal with the economic and financial impact of a global pandemic, Union County College remains as a local, affordable option for those who seek to improve their lives through education. The College is focused on maintaining the progress that's been achieved over the past decade while facing new challenges presented by COVID-19. The success of every student is Union's priority.

Thank you for your interest in Union and our Institutional Profile for fiscal year 2021.



Dr. Margaret M. McMenemy
President, Union County College

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A. Accreditation Status

1. INSTITUTIONAL ACCREDITATION

Union County College is accredited by the Middle States Commission on Higher Education.

2. PROFESSIONAL ACCREDITATION

The following programs are accredited by professional or specialized agencies recognized by the U.S. Secretary of Education:

The **DIAGNOSTIC MEDICAL SONOGRAPHY** (AS) program, conducted jointly with JFK Muhlenberg Harold B. and Dorothy A. Snyder Schools, is accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP) with the recommendation of the Joint Review Committee on Education in Diagnostic Medical Sonography (JRC-DMS).

The **RADIOGRAPHY** (AS) program, conducted jointly with JFK Muhlenberg Harold B. and Dorothy A. Snyder Schools, is accredited by the Joint Review Committee on Education in Radiologic Technology (JRCERT).

The **PARAMEDIC EMERGENCY HEALTH SCIENCE** (AAS) program is accredited by the Commission of Allied Health Education Programs (CAAHEP) upon the recommendation of the Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions (CoAEMSP).

The **PHYSICAL THERAPIST ASSISTANT** (AAS) program is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE).

The **PRACTICAL NURSING** (CT) program is accredited by the National League for Nursing Commission for Nursing Education Accreditation (NLN CNEA).

The **PROFESSIONAL NURSING** (AS) programs, conducted jointly with the Trinitas School of Nursing and JFK Muhlenberg Harold B. and Dorothy A. Snyder Schools, are cooperative nursing programs accredited by the Accreditation Commission for Education in Nursing (ACEN).

The **RESPIRATORY CARE** (AAS) program holds provisional accreditation from the Commission on Accreditation for Respiratory Care (CoARC) and is recognized as an accredited program by the National Board for Respiratory Care (NBRC), which provides enrolled students who complete the program with eligibility for the respiratory care credentialing examinations.

B. Number of Students Served

1. NUMBER OF UNDERGRADUATE STUDENTS BY ATTENDANCE STATUS, FALL 2020:

Attendance	Headcount	Percent of Total
Full-time	3,705	44.6%
Part-time	4,593	55.4%
Total	8,298	100%

Source: IPEDS Fall Enrollment Survey, 2020 (Census)

Union County College enrolled 8,298 degree and non-degree students in the Fall 2020 semester. Over forty percent (44.6%) enrolled on a full-time basis (12 or more credits) and more than half (55.4%) enrolled on a part-time basis (less than 12 credits).

2. NUMBER OF GRADUATE STUDENTS BY ATTENDANCE STATUS, FALL 2020: N/A

3. NUMBER OF NON-CREDIT STUDENTS SERVED, FY 2020:

Program Type	Number of Registrations	Unduplicated Registrations	Clock Hours ¹	FTE ²
Open Enrollment	3,530	1,775	107,072	238
Customized Training	1,161	--	16,229	36

¹ Includes all registrations in any course that started on July 1, 2019 through June 30, 2020.

² FTEs were computed by converting clock hours to credit hours (by dividing by 15), then converting credit hours to FTEs (dividing by 30).

Source: SURE Non-credit Open Enrollment file and NJ IPEDS Form #31, Customized Training, FY 2020.

A total of 1,775 students enrolled in non-credit continuing education courses during 2019-20 fiscal year (FY 2020). These students enrolled in 3,530 non-credit courses and completed 107,072 clock hours of instruction, representing 238 full-time equivalent students. In addition, the College provided customized training packages to 102 business clients resulting in 1,161 registrations completing 16,229 clock hours, which represents 36 full-time equivalent students.

4. UNDUPLICATED NUMBER OF STUDENTS ENROLLED, FY 2020:

Unduplicated Headcount	Credit Hours	FTE ¹
12,441	200,315	6,677

Source: IPEDS 12-Month Enrollment Survey, FY 2020; ¹ FTE is computed by dividing credit hours by 30.

A total of 12,441 students enrolled in credit-bearing classes at Union County College between July 1, 2019 and June 30, 2020. These students completed a total of 200,315 credit hours, which represents 6,677 full-time equivalent students.

C. Characteristics of Undergraduate Students

1. MEAN MATHEMATICS, READING AND WRITING SAT SCORES, FALL 2020 (SENIOR PUBLIC INSTITUTIONS): N/A

2. ENROLLMENT IN REMEDIATION COURSES BY SUBJECT AREA, FALL 2020:

STUDENTS ENROLLED IN AT LEAST ONE REMEDIAL COURSE

Enrollment	Number enrolled in one or more remedial courses	Percent of Total
8,298	488	5.9%

Source: SURE Fall Enrollment File, 2020 (Census)

Of the 8,298 degree- and non-degree-seeking students enrolled in credit-bearing classes in the Fall 2020 semester, 5.9% enrolled in one or more remedial courses.

FIRST-TIME, FULL-TIME DEGREE- AND CERTIFICATE-SEEKING STUDENTS ENROLLED IN AT LEAST ONE REMEDIAL COURSE

Enrollment	Number enrolled in one or more remedial courses	Percent of Total
1,245	222	17.8%

Source: SURE Fall Enrollment File, 2020 (Census)

A total of 1,245 first-time, full-time degree- and certificate-seeking students enrolled in credit-bearing classes in the Fall 2020 semester, with fewer than two in ten (17.8%) enrolled in one or more remedial courses.

FIRST-TIME, FULL-TIME DEGREE- AND CERTIFICATE-SEEKING STUDENTS ENROLLED IN AT LEAST ONE REMEDIAL COURSE BY SUBJECT AREA

Subject Area	Number Enrolled	Percent Enrolled
Computation	0	0.0%
Algebra	107	8.6%
Reading	12	1.0%
Writing	23	1.8%
English	154	12.4%

Source: SURE Fall Enrollment File, 2020 (Census)

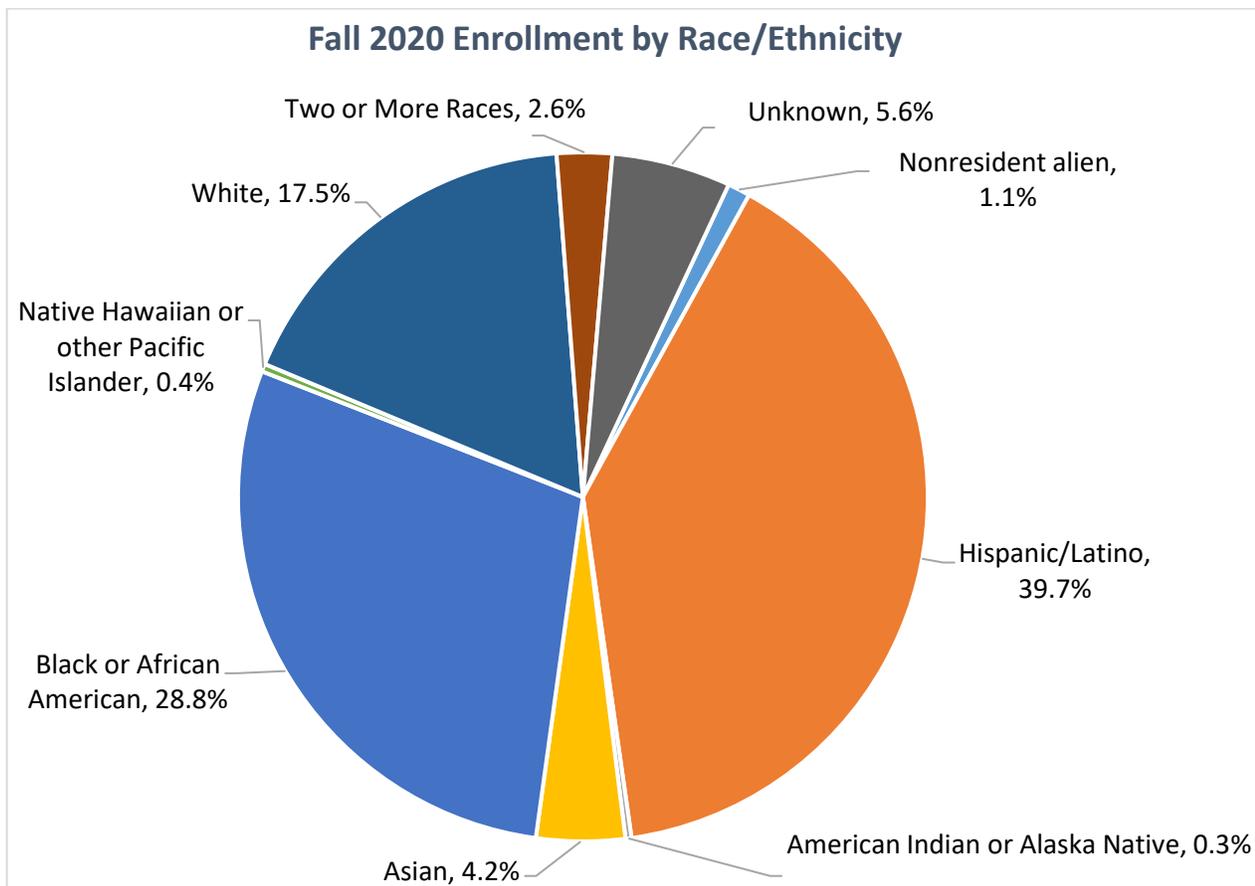
Among first-time, full-time, degree- and certificate-seeking students in the Fall 2020 semester, 8.6% enrolled in remedial algebra, 1.0% enrolled in remedial reading, 1.8% enrolled in remedial writing, and 12.4% enrolled in remedial English (a combination of reading and writing remediation or language arts). The College no longer offers a remedial computation course.

3. CHARACTERISTICS OF STUDENTS BY RACE / ETHNICITY, GENDER AND AGE, FALL 2020:

Race/Ethnicity	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Nonresident alien	70	1.9%	18	0.4%	88	1.1%
Hispanic/Latino	1,611	43.5%	1,687	36.7%	3298	39.7%
American Indian or Alaska Native	5	0.1%	18	0.4%	23	0.3%
Asian	113	3.0%	232	5.1%	345	4.2%
Black or African American	994	26.8%	1,392	30.3%	2386	28.8%
Native Hawaiian or other Pacific Islander	7	0.2%	23	0.5%	30	0.4%
White	618	16.7%	832	18.1%	1450	17.5%
Two or More Races	101	2.7%	114	2.5%	215	2.6%
Unknown	186	5.0%	277	6.0%	463	5.6%
Total	3,705	100%	4,593	100%	8,298	100%

Source: IPEDS Fall Enrollment Survey, 2020

A total of 8,298 degree- and non-degree-seeking students enrolled at Union County College during the Fall 2020 semester. Nearly forty percent (39.7%) of the student body identified as Hispanic/Latino, representing the largest racial/ethnic group at the College. The second largest racial/ethnic group at the College is represented by Black or African American students (28.8%) followed by White students (17.5%).



STUDENTS ENROLLED BY GENDER AND ENROLLMENT STATUS, FALL 2020

Gender	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Male	1,658	44.8%	1,379	30.0%	3,037	36.6%
Female	2,047	55.2%	3,214	70.0%	5,261	63.4%
Total	3,705	100%	4,593	100%	8,298	100%

Source: IPEDS Fall Enrollment Survey, 2020 (Census)

Female students represented over sixty percent (63.4%) of the total student body and more than half (55.2%) of the full-time enrollment. More than thirty percent (36.6%) of the total student body was male, with more male students attending Union on a full-time basis than on a part-time basis.

STUDENTS ENROLLED BY AGE GROUP AND ENROLLMENT STATUS, FALL 2020

Age Group	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Less than 18	20	0.5%	46	1.0%	66	0.8%
18-19	1,483	40.0%	374	8.1%	1857	22.4%
20-21	934	25.2%	723	15.7%	1657	20.0%
22-24	511	13.8%	858	18.7%	1369	16.5%
25-29	354	9.6%	924	20.1%	1278	15.4%
30-34	190	5.1%	612	13.3%	802	9.7%
35-39	94	2.5%	422	9.2%	516	6.2%
40-49	91	2.5%	436	9.5%	527	6.4%
50-64	28	0.8%	184	4.0%	212	2.6%
65+	0	0.0%	14	0.3%	14	0.2%
Unknown	0	0.0%	0	0.0%	0	0.0%
Total	3,705	100%	4,593	100%	8,298	100%

Source: IPEDS Fall Enrollment Survey, 2020

Three-quarters (75.0%) of the degree- and non-degree-seeking students at Union County College were under thirty years old. The two largest groups of full-time students were between 18-19 years old (40.0%) and 20-21 years old (25.2%). Part-time students were more likely to be a bit older with slightly under forty percent (38.8%) falling between 22 and 29 years old.

4. NUMBER OF STUDENTS RECEIVING FINANCIAL ASSISTANCE UNDER EACH FEDERAL-, STATE- AND INSTITUTION-FUNDED AID PROGRAM, FY 2020:

Federal Aid, 2019-20	Recipients	Amount (ROUNDED)	Avg. Per Recipient (ROUNDED)
Pell Grants	4,807	17,896,058	\$ 3,723
College Work Study	178	524,737	\$ 2,948
Perkins Loans	0	0	-
SEOG	1,589	310,397	\$ 195
PLUS Loans	19	129,246	\$ 6,802
Stafford Loans (Subsidized)	882	2,476,959	\$ 2,808
Stafford Loans (Unsubsidized)	1,069	4,022,752	\$ 3,763
Smart and ACG or other	0	0	-
CARES Act/HEERF Student Aid	1,127	2,439,078	\$ 2,164
State Aid, 2019-20	Recipients	Amount (ROUNDED)	Avg. Per Recipient (ROUNDED)
Tuition Aid Grant	1,769	2,980,588	\$ 1,685
Educational Opportunity Fund	260	290,079	\$ 1,116
Outstanding Scholar Recruitment Program	1	2,000	\$ 2,000
Distinguished Scholars	0	0	-
Urban Scholars	0	0	-
NJ Stars	101	319,109	\$ 3,159
Community College Opportunity Grant	985	1,886,420	\$ 1,915
NJ Class Loan	7	34,500	\$ 4,929
Institutional Aid, 2019-20	Recipients	Amount (ROUNDED)	Avg. Per Recipient (ROUNDED)
Scholarships and Grants	707	1,208,698	\$ 1,710
Institutional Loans	0	0	-

Source: NJ IPEDS Form 41 – Student Financial Aid Report Survey

Pell Grants represented the largest federal grant awarded to Union County College students with 4,807 recipients and an average award of \$3,723 per student, Supplemental Educational Opportunity Grants (SEOG) were awarded to 1,589 students with an average award of \$195 per student, and 178 students participated in the College Work Study program. A total of 19 students received a PLUS loan, averaging \$6,802 per student, 882 students received subsidized Stafford loans, with an average loan of \$2,808; and 1,069 students received an unsubsidized Stafford loan, with an average loan amount of \$3,763.

Of the state-funded financial aid programs 1,769 students received the Tuition Aid Grant (TAG), with an average award of \$1,685, accounting for the largest state grant awarded to Union County College students. A total of 260 students received support from the Educational Opportunity Fund (EOF) with an average award of \$1,116. One student received an Outstanding Scholar award. One hundred and one students received the NJ Stars scholarship, with an average award of \$3,159. A total of 985 students received funding from the Community College Opportunity Grant, averaging \$1,915. Seven students received a NJ Class loan, which averaged \$4,929 per student.

At the institutional level 707 Union County College students were awarded grants or scholarships, with an average award of \$1,710 per recipient.

5. PERCENTAGE OF DEGREE- AND CERTIFICATE-SEEKING STUDENTS WHO ARE NEW JERSEY RESIDENTS, FALL 2020:

First Time Degree- and Certificate Seeking	New Jersey Residents	Out of State Residents	Percent of New Jersey Residents
1,580	1,568	12	99.2%

Source: IPEDS Fall Enrollment Survey, 2020

Nearly all (99.2%) first-time, degree- and certificate-seeking students enrolled at Union County College during the Fall 2020 semester reside in the State of New Jersey. This figure includes first-time, full-time and first-time, part-time degree- and certificate-seeking students.

All Degree- and Certificate Seeking and Non-Matriculated	New Jersey Residents	Out of State Residents	Percent of New Jersey Residents
8,298	8,100	198	97.6%

Source: IPEDS Fall Enrollment Survey, 2020

The majority (97.6%) of all degree- and certificate-seeking and non-matriculated students, enrolled at Union County College during the Fall 2020 semester, reside in the State of New Jersey. More than eighty percent (83.7%) of the student body are residents of Union County.

County	Fall 2020	Percent of Total
Union	6,949	83.7%
Essex	455	5.5%
Middlesex	344	4.1%
Somerset	92	1.1%
Hudson	87	1.0%
Monmouth	39	0.5%
Morris	36	0.4%
Passaic	28	0.3%
Bergen	26	0.3%
Ocean	15	0.2%
Hunterdon	13	0.2%
Warren	8	0.1%
Sussex	4	*
Burlington	2	*
Mercer	2	*
Atlantic	0	0.0%
Camden	0	0.0%
Cape May	0	0.0%
Cumberland	0	0.0%
Gloucester	0	0.0%
Salem	0	0.0%
Outside	198	2.4%
Grand Total	8,298	100%

*Less than one tenth of a percent

D. Student Outcomes – Graduation, Retention, and Transfer

1. GRADUATION AND TRANSFER RATES

TWO-YEAR GRADUATION RATE OF THE FALL 2017 FIRST-TIME, FULL-TIME COHORT

First-time, Full-time Cohort	Number in Cohort	Graduated within two years	Percent of Total
Fall 2017	1,347	209	15.5%

Source: IPEDS Graduation Rate Survey, 2020-21; Graduation rates are through August 31, 2019; Revised Cohort.

THREE-YEAR GRADUATION RATE BY RACE/ETHNICITY OF THE FALL 2017 FIRST-TIME, FULL-TIME COHORT

Race/Ethnicity	Fall 2017 Cohort	Graduate within 150%	Percent of cohort within Race/Ethnicity
Nonresident alien	25	9	36.0%
Hispanic/Latino	554	182	32.9%
American Indian or Alaska Native	3	2	66.7%
Asian	37	16	43.2%
Black or African American	323	91	28.2%
Native Hawaiian or other Pacific Islander	6	2	33.3%
White	198	93	47.0%
Two or More Races	19	8	42.1%
Unknown	182	67	36.8%
Total	1,347	470	34.9%

Source: IPEDS Graduation Rate Survey, 2020-21; Graduation rates are through August 31, 2020; Revised Cohort.

TRANSFER-OUT RATE BY RACE/ETHNICITY OF THE FALL 2017 FIRST-TIME, FULL-TIME COHORT

Race/Ethnicity	Fall 2017 Cohort	Transfer within 150%	Percent of cohort within Race/Ethnicity
Nonresident alien	25	1	4.0%
Hispanic/Latino	554	46	8.3%
American Indian or Alaska Native	3	0	0.0%
Asian	37	8	21.6%
Black or African American	323	35	10.8%
Native Hawaiian or other Pacific Islander	6	0	0.0%
White	198	25	12.6%
Two or More Races	19	0	0.0%
Unknown	182	18	9.9%
Total	1,347	133	9.9%

Source: IPEDS Graduation Rate Survey, 2020-21; Graduation rates are through August 31, 2020; Revised Cohort.

Union County College enrolled 1,347 first-time, full-time certificate- or degree-seeking students in the Fall semester of 2017. From this cohort of first-time, full-time students, a total of 470 students graduated within 150% of normal time to completion. This calculation is used to determine the College’s graduation rate (34.9%).

A total of 133 students transferred to another college or university within 150% of normal time to completion. This calculation is used to determine the College’s transfer-out rate (9.9%).

A student who continues studies beyond 150% of normal time to completion is known as a persister. From this same cohort, a total of 163 students continued their studies at Union in the subsequent semester, Fall 2020 (12.1%).

2. THIRD SEMESTER RETENTION RATE

THIRD SEMESTER RETENTION RATE OF FIRST-TIME, FULL-TIME DEGREE- AND CERTIFICATE-SEEKING STUDENTS

FULL-TIME		
Fall 2019 First-time, Full-time Undergraduates	Retained in Fall 2020	Fall 2020 Retention Rate
1,437	923	64.2%

Source: IPEDS Fall Enrollment Survey, 2020 (Part E)

In the Fall 2019 semester, Union County College enrolled 1,437 first-time, full-time degree- and certificate-seeking students. A total of 923 students were retained in the Fall 2020 semester, representing 64.2% of the first-time, full-time cohort.

THIRD SEMESTER RETENTION RATE OF FIRST-TIME, PART-TIME DEGREE- AND CERTIFICATE-SEEKING STUDENTS

PART-TIME		
Fall 2019 First-time, Part-time Undergraduates	Retained in Fall 2020	Fall 2020 Retention Rate
397	159	40.1%

Source: IPEDS Fall Enrollment Survey, 2020 (Part E)

The College enrolled 397 first-time, part-time degree- and certificate seeking students in Fall 2019. A total of 159 students were retained in the Fall 2020 semester, representing 40.1% of the first-time, part-time cohort.

E. Faculty Characteristics

1. FULL-TIME FACULTY BY RACE/ETHNICITY, GENDER AND TENURE STATUS, FALL 2020:

Tenured	Professor		Associate Professor		Assistant Professor		All Others		Total	
	M	W	M	W	M	W	M	W	M	W
Race/Ethnicity										
Nonresident alien									0	0
Hispanic/Latino	1		1	1	1	1			3	2
American Indian or Alaska Native									0	0
Asian	4	3	1	2	2	2			7	7
Black or African American	3	2	2	2		3			5	7
Native Hawaiian or other Pacific Islander									0	0
White	12	15	6	20	3	2			21	37
Two or More Races									0	0
Unknown									0	0
Total Tenured (N=89)	20	20	10	25	6	8	0	0	36	53

Without Tenure	Professor		Associate Professor		Assistant Professor		All Others		Total	
	M	W	M	W	M	W	M	W	M	W
Race/Ethnicity										
Nonresident alien										
Hispanic/Latino										
American Indian or Alaska Native										
Asian										
Black or African American										
Native Hawaiian or other Pacific Islander										
White										
Two or More Races										
Unknown										
Total Without Tenure (N=0)	0	0	0	0	0	0	0	0	0	0

M=MEN, W=WOMEN

Source: IPEDS Human Resources Survey, 2020-21

All of Union County College’s full-time faculty hold tenure, with women representing nearly sixty percent (59.6%) of all full-time faculty.

In addition, the College employed 508 part-time instructional staff, of whom 259 (51%) were men and 249 (49%) were women.

2. PERCENTAGE OF COURSE SECTIONS TAUGHT BY FULL-TIME FACULTY, FALL 2020:

Number of Course Sections	Taught by Full-time Faculty		Taught by Part-time Faculty		Taught by Others	
	N	%	N	%	N	%
1,327	419	31.6%	851	64.1%	57	4.3%

Note: Count includes instructional staff that are not on the College’s payroll (joint & cooperative programs) and full-time administrators teaching on a part-time basis. Source: TIC Report, Fall 2020

During the Fall 2020 semester, nearly one-third (31.6%) of course sections were taught by full-time faculty. Course sections taught by part-time faculty accounted for more than six in ten (64.1%) of the total number of sections offered. Slightly more than four percent (4.3%) of course sections were instructed by full-time administrators who taught on a part-time basis.

3. RATIO OF FULL- TO PART-TIME FACULTY, FALL 2020:

Full-time Faculty		Part-time Instructional Staff		Total	
N	%	N	%	N	%
89	14.9%	508	85.1%	597	100%

Note: Count **does not** include instructional staff that are not on the College’s payroll (joint & cooperative programs) or full-time administrators teaching on a part-time basis. Source: IPEDS Human Resources Survey, 2020-21

Of the 597 instructional staff who taught courses in the Fall 2020 semester, 89 (14.9%) were full-time and 508 (85.1%) were part-time.

F. Characteristics of the Trustees and Governors

1.a CHARACTERISTICS OF THE BOARD OF TRUSTEES BY RACE/ETHNICITY AND GENDER:

Gender	Hispanic/ Latino	American Indian/ Alaska Native	Asian	Black/ African- American	Native Hawaiian/ Pac. Island	White	Two or More	Total
Male	3	-	-	-	-	7	-	10
Female	-	-	-	-	-	2	-	2
Total	3	-	-	-	-	9	-	12

2.a LIST OF THE TRUSTEES WITH TITLES AND AFFILIATIONS:

- Mr. Victor M. Richel, Chairperson
President and CEO, Richel Family Foundation
- Mr. Rafael J. Betancourt, Esq., Vice Chairperson
Attorney & Partner, Triarsi, Betancourt, Wukovits & Dugan
- Mr. Lawrence D. Bashe
Managing Director (Retired), Raymond James & Associates, Inc.
- Mr. George A. Castro, II
President and CEO, Atlantic Real Estate Pros, Inc.
- Brig. Gen. Edward J. Chrystal, Jr.
Brigadier General, New Jersey Army National Guard
- Mr. Daniel J. Connolly, CPA
Managing Director, Connolly & Co., P.C.
- Mr. Nick Fixmer
Owner, Paragon Strategies, LLC; Partner, Parktowne Associates, LLC
- Mr. Miguel A. Merino
President, Fresh & Clean Painting, LLC
- Mr. Daryl Palmieri
Interim Executive County Superintendent, New Jersey Department of Education
- Dr. Kamran Tasharofi
President and Medical Director, Union County Healthcare and MD Urgent Care Center
- Ms. Mary M. Zimmermann
Civic Leader
- Ms. Holly Stefanik
Student Representative, Union County College Alumna

Ex-Officio

Dr. Margaret M. McMenamin College President, Union County College

Legal Counsel

Mr. Michael M. Horn, Esq. Attorney at Law, McCarter & English, L.L.P.

1.b CHARACTERISTICS OF THE BOARD OF GOVERNORS BY RACE/ETHNICITY AND GENDER:

Gender	Hispanic/ Latino	American Indian/ Alaska Native	Asian	Black/ African- American	Native Hawaiian/ Pac. Island	White	Two or More	Total
Male	1	-	-	-	-	15	-	16
Female	2	-	-	1	-	2	-	5
Total	3	-	-	1	-	17	-	21

2.b LIST OF THE BOARD OF GOVERNORS WITH TITLES AND AFFILIATIONS:

- Ms. Mary M. Zimmermann, Chairperson
Civic Leader
- Mr. Lawrence D. Bashe, Vice Chairperson
Managing Director (Retired), Raymond James & Associates, Inc.
- Ms. Melinda Ayala
President, Union County College Alumni Association
- Ms. Nancy J. Benz
Licensed Professional Counselor, Private Practice
- Mr. Rafael J. Betancourt, Esq.
Attorney & Partner, Triarsi, Betancourt, Wukovits & Dugan
- Mr. Brian Campbell
Vice President of Investor Relations, Wiley
- Ms. Tamecka M. Dixon
Owner, Avis Car Rental, Westfield, NJ
Former Professional Basketball Player, WNBA
- Mr. Ryan J. Greco
Chief of Police, Cranford Police Department
- Mr. Stephen F. Hehl, Esq.
Attorney at Law, Hehl & Hehl, P.C.
- Ms. Donna M. Herran
Vice President (Retired) ILEU, Exxon/Infineum
Alumni Association Representative, Union County College
- Mr. Edward J. Hobbie, Esq.
Attorney at Law, Hobbie & Hobbie, L.L.C.
- Mr. Gary S. Horan, FACHE
President and CEO, Trinitas Health and Regional Medical Center

2.b LIST OF THE BOARD OF GOVERNORS WITH TITLES AND AFFILIATIONS (continued):

Mr. Jeffrey H. Katz, Esq.

Principal Wireless Solutions Architect, PSEG Services Corporation
Attorney at Law, Law Offices of Jeffrey H. Katz

Mr. Richard J. Malcolm

Business Agent, President, Vice President, Trustee, Iron Workers Local #11

Mr. J. Anthony Manger, Esq.

Attorney at Law, Principal in J. Anthony Manger, Attorney at Law

Mr. Carl J. Napor

Retired, Napor Graf Marketing Group

Mr. Francis Raudelunas

Manager, Ingredimax

Mr. Victor M. Richel

President and CEO, Richel Family Foundation

Mr. Gordon L. Vickers

Sr. Account Executive Sales & Account Management (Retired),
Express Scripts division of CIGNA

Mr. Allan L. Weisberg

Vice President (Retired), Johnson & Johnson

Mr. Hugh C. Welsh

President, General Counsel, and Secretary, DSM North America

Ex-Officio

Dr. Margaret M. McMEnamin College President, Union County College

3. URL OF THE WEBPAGES WITH INFORMATION ON TRUSTEES/GOVERNORS:

<https://www.ucc.edu/discover-union/trusteesandgovernors/board-members/>

G. Profile of the Institution

1. DEGREE AND CERTIFICATE PROGRAMS, FY 2021

ASSOCIATE IN ARTS

- Business
- Communications
- Early Childhood Elementary Education, option through Liberal Arts
- Education, option through Liberal Arts
- English
- Graphic Design, option through Liberal Arts
- History
- Journalism and Public Relations, option through Communications
- Liberal Arts
- Media, option through Communications
- Psychology, option through Liberal Arts
- Public Administration, option through Business
- Sociology, option through Liberal Arts
- Theater Arts, option through Liberal Arts
- Visual Arts, option through Liberal Arts

ASSOCIATE IN SCIENCE

- American Sign Language and Deaf Studies
- Architecture, option through Engineering
- Biology
- Chemistry
- Computer Information Systems and Technology
- Computer Science
- Computer Science/Engineering, option through Engineering
- Criminal Justice
- Cybersecurity, option through Mathematics
- Engineering
- eSports Management, option through Sport Management
- Health Science
- Liberal Studies
- Mathematics
- Mathematics Education, option through Mathematics
- Medicinal Plant Chemistry, option through Biology
- Paralegal Studies
- Social Services
- Sport Management

ASSOCIATE IN SCIENCE (continued)

- Supply Chain Management
- Sustainability Science, option through Engineering
- Web and Mobile Application Development

JOINT AND COOPERATIVE PROGRAMS

- Diagnostic Medical Sonography, JFK Muhlenberg Harold B. and Dorothy A. Snyder Schools
- Nursing, JFK Muhlenberg Harold B. and Dorothy A. Snyder Schools
- Nursing, Trinitas School of Nursing
- Psychosocial Rehabilitation & Treatment, Rutgers University School of Health Professions
- Radiography, JFK Muhlenberg Harold B. and Dorothy A. Snyder Schools

ASSOCIATE IN APPLIED SCIENCE

- Accounting
- Advanced and Continuous Studies
- Automotive Technology
- Blockchain Technology
- Business Management
- Business Marketing
- Cyber Forensics
- Drone Design and Applications, option through Engineering Technology
- Engineering Technology
- Fire Science Technology
- Game Design and Development
- Health Information Technology
- Hotel, Restaurant, and Tourism Management
- Paramedic Emergency Health Science
- Physical Therapist Assistant
- Respiratory Care
- Technical Studies

CERTIFICATE

- American Sign Language and Deaf Studies
- Audio Production
- Criminal Justice
- Emergency Medical Studies
- Graphic Design
- Interpreting Spoken Language
- Journalism and Public Relations

CERTIFICATE (continued)

- Liberal Studies
- Photovoltaic (PV)
- Practical Nursing
- Remote Pilot and Drone Application

CERTIFICATE OF ACHIEVEMENT

- Blockchain Technology
- Business Fundamentals
- CAD–CAM
- Educational Interpreter Program (EIP)
- Emergency Medical Studies
- eSports Management
- Homeland Security
- Paralegal Studies
- Supply Chain Management

2. CONTINUING EDUCATION AND WORKFORCE DEVELOPMENT, FY 2021

INDUSTRY CERTIFICATIONS

- Business and Management
- Education
- Facility Management
- Fitness Careers
- Healthcare Careers
- Information Technology and Computer Training
- Real Estate
- Transportation, Logistics and Distribution – Supply Chain Management
- NJ Uniform Construction Code

CAREER DEVELOPMENT

Business and Management

- Accounting
- Administrative Professional
- Bookkeeping
- Human Resource Management
- Project Management Professional (PMP) Certification
- Six Sigma
- The Child Development Associate (CDA) (also available in Spanish)

Career Training (Grant Supported)

- Skills for Entrepreneurs
- Skills for Management (Managers)
- Skills for Personal Growth
- Technology Skills

Education

- NPTNJ Alternate Route Teacher Preparation

Fitness Careers

- Nutrition Specialist Certification
- Personal Trainer National Certification

Healthcare Careers

- CPR First Aid and AED Certification Courses
- EKG Technician
- Emergency Medical Technician-Basic
- Medical Billing and Coding Professional
- Patient Care Technician
- Pharmacy Technician
- Phlebotomy Technician

Information Technology and Computer Training

- App Development
- Cisco Certified Networking Associate (CCNA)
- CompTIA Network +
- Cyberforensics
- Microsoft Office Software (also available in Spanish)

Leadership Training

- Basic Training Level
- Supervisory Level
- Emerging Leadership Academy

Real Estate

- Principles of Real Estate

Social Media Marketing

- Social Media Marketing for Business

Test Preparation

- GED Preparation (also available in Spanish)

Facility Management

- IFMA's Facility Management Professional (FMP) Credential

Transportation, Logistics and Distribution

- CSCMP – Supply Chain Management Program

NJ Uniform Construction Code

WORKFORCE DEVELOPMENT

- Opportunities and Programs for Unemployed, Underemployed, or Dislocated Workers

ADULT BASIC SKILLS DEVELOPMENT AND GED PREPARATION

- All levels of instruction from literacy through High School diploma preparation

ENGLISH AS A SECOND LANGUAGE

- All levels of instruction from beginner through advanced
- ESL Career Pathways and College Readiness concentrations

YOUTH PROGRAMS

- Academic Enrichment
- Technology Interests

SENIOR SCHOLARS PROGRAM

- Art
- Computers and Technology
- Dance
- Fitness
- Foreign Language
- Special Interest

INDUSTRY-BUSINESS INSTITUTE

The Industry-Business Institute (IBI) at Union County College works with employer clients to help build a skilled workforce by providing workplace-specific, customized education and training programs to develop employees.

CENTER FOR ECONOMIC AND WORKFORCE DEVELOPMENT

The Center for Economic and Workforce Development (CEWD) provides training and support services to help the unemployed and the underemployed to be better positioned to enter and compete in today's workforce as well as develop lifelong learning skills.

UNION COUNTY WORKFORCE INNOVATION BUSINESS CENTER

Union County College serves as partner affiliate of the Union County American Job Center. Funded by the Union County Board of County Commissioners, the Workforce Innovation Business Center (WIBC) provides training and coaching to individuals preparing to enter or transition into the workforce and develop a career. The Center also serves as a resource to assist businesses in training, recruiting, and hiring qualified employees.

H. Research and Public Service Activities

Dr. Mandana Ahsani served as Co-PI, for the NSF Grant, Infusing Research as Pedagogy (IRAP) at Union County College: *Can Conducting Research Improve Critical Thinking Skills and Increase STEM Retention?*

Ms. Maria Aladren presented *Transhumanism* at the AAWCC in July 2020 and *Hy-Flex Workshop* for Distance Education in November 2020. She was also a presenter for the LGBTQ+ panel at the AAWCC Regional Event in December 2020.

Dr. Len Anyanwu served as a panelist for *Who Votes in a Democracy?* as part of the Democracy Conversation Project, hosted by the College, in March 2021.

Dr. Wendy Barnes-Thomassen served as a volunteer for the AIDS Resource Foundation for Children and also for Alice James Books.

Mr. James Berthold served as a volunteer firefighter for the Bogota Fire Department Hose Company #2 and as a Supervisor for the Red Cross Disaster Action Team.

Mr. Matthew Butterly served as Chief of the Warren Volunteer Rescue Squad.

Dr. Susannah Chewing presented the workshop *Creating an Anti-Racist Classroom* in Spring 2021, and *The Changing Face of Medieval Studies* at NJCEA in October 2021. Dr. Chewing's edited collection, *Studies in the Age of Gower*, was published by Boydell and Brewer in the summer of 2020. She was a member of NJ DAR.

Dr. Elizabeth Cooner participated in the national AIR conference, presenting *Student Satisfaction Data: Taking Action for Institutional Success* with Ms. Julie Bryant of Ruffalo Noel Levitz and Dr. Carol Ann MacGregor of Loyola University New Orleans. Additionally, she served as a peer evaluator for the Middle States Commission on Higher Education.

Professor Carl Cuttita served as the College's Film Club advisor and participated in the Wall Street Journal's Future of Everything Festival in May 2021.

Ms. Susan DeLuise served as Chief for New Providence Emergency Medical Services.

Ms. Mary Greco served as the co-secretary of the Union County College Chapter of the American Association for Women in Community Colleges (AAWCC).

Dr. Lisa R. Hiscano served as one of the Vice Chairpersons of the Board of Directors for the Greater Elizabeth Chamber of Commerce, a member of the Executive Committee for the NJBIA Union County Employer Legislative Committee, and a board member of the YWCA of Union County, where she was a member of the Executive Committee and co-chair of the Governance Committee.

Ms. Katrina James-Pellam earned her Master of Science in Higher Education Administration from Caldwell University in May 2021.

Ms. Joanne Kula earned her Master of Science in Human Resources Management from Thomas Edison State University in March 2021.

Dr. Denise Lagos served as advisor and editor of The Foreign Student Voice and as a volunteer for the Leukemia and Lymphoma Society.

Dr. Maris Lown served as a member of the Advisory Board for HERDI Innovate, a member of Hackensack Meridian Health Residential Care Board, a member of the Board for NJ Edge, and a peer evaluator with the Middle States Commission on Higher Education (MSCHE).

Professor Katherine Mastrantonio served as a volunteer for the Appalachian Service Project and volunteered as a food packer for Rise Against Hunger.

Dr. Margaret M. McMenam served as a member of the executive committee of the New Jersey Presidents' Council, member of the Presidents Academy Executive Committee of the American Association of Community Colleges, a member of the National Junior College Athletic Association Executive Committee, a member and served as secretary of the Trinitas Hospital Board of Directors, a member of the Union County Performing Arts Center Board, a member of the Union County Crime Stoppers Board, a member of the Elizabeth Development Company Board, a member of the Union County Workforce Development Board, a member of the Montgomery Academy Board, a member of the NJ PBS Community Advisory Board, served on the NJ Higher Education Restart Advisory Group, served as Chair of the Education Committee of the N.J. Israel Commission, and recipient of the 2020 National CEO of the Year Award from the Association of Community College Trustees.

Dr. Mary Meeks served as Chair of the Zirnite Scholarship Award Committee, as an advisor for the Catholic Student Organization and for the Christian Fellowship Club.

Professor Sophia Mitra served as Trustee for Sreeshti, a Social Organization for Expatriate Bengalis living in New Jersey. She led a lecture series on *Online Teaching from a Global Perspective* for colleges in India in August 2020, and led a professional development workshop on *Teaching the College Novel* in 2021.

Mr. Jose Paez-Figueroa was elected Secretary to the National Board of the College Reading and Learning Association (CRLA).

Dr. Bernard Polnariev was awarded the PTK 2021 *Distinguished Administrator* recognition in April 2021. He led various webinars and presentations, including: *One Year Later – Higher Education Students, Faculty, and Institutions Reflect on Digital Learning* (2021), *Inside Higher Ed*; *The Future of Higher Education: Two Institutions Offer Affordable, Quality Learning at Scale and Across Modalities*, 32nd WCET Annual Meeting; and *How to Drive Positive Change During the Pandemic*, co-presented with Union’s Board members including **Mr. Victor Richel & Ms. Mary Zimmermann** (2020), presented virtually at the *Association of Community College Trustees (ACCT) Leadership Congress*. He also moderated the *Who Votes in a Democracy*, panel discussion led by **Dr. Michele Rotunda**, part of the NJ Council for the Humanities series. Panelists included: Drs. Carol Berkin & Graham Russell Gao Hodges.

Dr. Elizabeth Ramos served as a HISPA Role Model for Hispanics Inspiring Students’ Performance and Achievement (HISPA) in December 2020 and March 2021. She participated in the Laurel Park Clean Up with the Girl Scouts of Heart New Jersey in May 2021 and served as Journal Editor for the Alliance of Hispanic Serving Institution Educators (AHSIE) from January to March 2021.

Mr. Isaias Rivera served as Committee Chairman of Boy Scout Troop 965, as Commissioner for the City of Elizabeth Planning Board, as Vice President of Hispanos Unidos, and as owner, coach, and player of Jersey United FC. He also served as High Priest and Branch President of the Church of Jesus Christ of Latter-Day Saints and was a member of Toastmaster.

Dr. Michele Rotunda authored *A Drunkard’s Defense: Alcohol, Murder, and Medical Jurisprudence in Nineteenth Century America*, published in February 2021.

Dr. Jamie Segal received the 2020 Professional Board Staff Member Award for the Northeast Region from the Association of Community College Trustees.

Ms. Sandra Shaw served as a volunteer EMT for the Hoboken Volunteer Rescue Squad.

Professor Laurie Sheldon served as Co-Chair for the National Association of EMS Educators in 2021, member of the Recruitment and Retention Committee for the NJ State Department of Health-OEMS, Chair of the State Education Committee and member of the Annual Convention and Education Symposium for the EMS Council of New Jersey, Education Chair for the EMS Council of New Jersey, second District. She also served as a senior trustee and training officer for the Clark Volunteer Emergency Squad and on the school advisory board for St. John the Apostle Grammar School.

Librarian Karen Venturella published *Librarians Commitment to Anti-Racism* in NJLA College & University Section/ACRL-NJ Chapter, Fall 2020 Newsletter. She published reviews for *Campus uprisings: How student activists and collegiate leaders resist racism and create hope* in Choice, 58(5), 496, and for *Potts, Deborah. Broken cities: Inside the global housing crisis* in Choice, 58(3), 269.

Dr. Sharon Watts-Conville was selected by the Association of Institutional Research (AIR) to serve as an IPEDS Educator for a third term.

Dr. Lori Wilkin earned her Doctorate in Education from The University of New England. Her dissertation title was *Military Leadership Strategies in a Higher Educational Setting*.

The **Academic Learning Center** was featured in the *Peer-iodical*, the official newsletter of the College Reading and Learning Association, May 2021.

The College was honored to be featured in two high profile articles:

- Ms. Nancy Lee Sanchez wrote in Forbes, *We Can't Stop: How Union County College Students, Faculty, and Staff Have Refused to Let the COVID-19 Pandemic Defer Their Goals*, which highlighted three Union County College American Honors students: **Ms. Stephanie Brenner, Mr. Ahmed Mashaal, and Ms. Alessandra Sommer**, along with **Professor Marc Postiglione and Dr. Bernard Polnariev**.
- Mr. Nick Anderson and Ms. Danielle Douglass-Gabriel wrote an article for The Washington Post, *Community colleges at a crossroads: Enrollment is plummeting, but political clout is growing*, which showcased three Union County College students, **Mr. Jose Alvarez, Mr. Vincent Eynon, and Ms. Isabel Melina**, and quoted **Dr. Margaret McMenamin and Professor Sherry Heidary**.

I. Major Capital Projects Underway, Fiscal Year 2021

During the 2020-21 fiscal year, the following capital project and improvements were undertaken at Union County College:

CRANFORD CAMPUS

The College began a large HVAC upgrade/replacement project on the Cranford campus during the year. The project activities included the replacement of a large rooftop cooling tower, HVAC units, pumps and a shell and tube chiller serving the three-story MacKay Library and a section of the Humanities building. Renovation work at the Roy Smith Theater in the Campus Center building was also completed during the fiscal year. Additional activities on the Cranford Campus included the early stages of renovation on the second floor of MacDonald Hall, and planning for the new flooring in the Student Commons and Kitchen Food Service area was completed.

ELIZABETH CAMPUS

Renovation of the Lessner Building Tower floors two through six in Elizabeth is in the planning stages. These renovation plans will be performed by in-house staff and include replacement of ceilings and flooring, reconfiguration and repainting of wall surfaces, and the introduction of new LED lighting. Planning for renovation of a new Engineering Education Hub on the third floor of the Lessner building and design for complete replacement of the HVAC system on floors two through seven began during the fiscal year.

PLAINFIELD CAMPUS

A new Gateway Sign was installed in support of the Plainfield Campus expansion. This is a multiple line, programmable digital sign capable of delivering College-related information directly to the community as well as providing a branded gateway to the urban campus. The campus also benefitted from a retrofit project that converted all of the restroom facilities to “touchless” technology on the plumbing fixtures in response to the Covid 19 Pandemic.

SCOTCH PLAINS CAMPUS

Renovation and upgrades to the Scotch Plains Campus progressed quickly through the year. The building reverted back to Union County College on July 15, 2019 after a long-term lease with UMDNJ/Rutgers University expired. Interior renovations began shortly thereafter to include HVAC, flooring, ceilings, two new science laboratories, environmental abatement of asbestos, network cabling, new CCTV and security systems, a robust wireless access system, LED lighting, exterior drainage improvements and computer classrooms on the third floor as well as a large conference center on the first floor. Future improvement projects include new utilities, wayfinding signage, and additional new classrooms on the first floor.