



# BOARD OF SCHOOL ESTIMATE

February 16, 2023

11:00am





ESSEX COUNTY COLLEGE  
**BOARD OF SCHOOL ESTIMATE MEETING**

*A Virtual Meeting*

Thursday, February 16, 2023 • 11:00 AM

Please click the link below to join the webinar:

<https://essex-edu.zoom.us/j/99013756309>

*Alternatively*

Dial 646 558 8656 then enter Webinar ID: 990 1375 6309 when prompted

**AGENDA**

**Call to Order** .....The Honorable Joseph N. DiVincenzo, Jr.  
County Executive, Essex County, NJ

**Roll Call**

**Comments** ..... Dr. Augustine A. Boakye  
President, Essex County College

Ms. Marion A. Bolden  
Chair, Essex County College Board of Trustees

Mr. Joseph S. Zarra  
Treasurer, Essex County College Board of Trustees

The Honorable Romaine Graham  
Commissioner At-Large, Essex County Board of County Commissioners

The Honorable Leonard M. Luciano  
Commissioner, Essex County Board of County Commissioners

The Honorable Joseph N. DiVincenzo, Jr.

**Roll Call Vote on Resolutions:**

Fiscal Year 2024 Operating Budget Request

Fiscal Year 2024 Chapter XII Budget Request

Fiscal Year 2023 Chapter XII Supplemental Capital Expenses

**Public Comments**

**Adjournment**

**RESOLUTION OF THE BOARD OF SCHOOL ESTIMATE OF  
ESSEX COUNTY COLLEGE  
FIXING AND DETERMINING THE AMOUNT OF MONEY  
NECESSARY FOR OPERATING EXPENSES  
FOR FISCAL YEAR 2024**

- WHEREAS: The Board of Trustees of Essex County College in accordance with the provisions of N.J.S.A. 18A:64A-17 has duly prepared and delivered to each member of the Board of School Estimate an itemized statement of the amount of money estimated to be necessary for the operating expenses for the ensuing year; AND
- WHEREAS: The Board of Trustees of Essex County College in accordance with the provisions of N.J.S.A. 18A:64A-17 did fix a date, place, and time for the holding of a public hearing by the Board of School Estimate with respect to said itemized statement; AND
- WHEREAS: Notice of said meeting has been duly established in accordance with the provisions of N.J.S.A. 18A:64A-17 and a copy of said publication and affidavit of same are attached hereto and made a part thereof of Exhibit A; NOW THEREFORE BE IT
- RESOLVED: That the Board of School Estimate of Essex County College does hereby fix and determine the amount of money set forth and itemized in the following budget as necessary for the operating expenses for fiscal year 2023-2024.

Item	Total Request	Aid from State and Other Sources	County Aid Required
College	52,326,123	37,126,123	15,200,000

BE IT FURTHER

- RESOLVED: That the secretary be authorized and directed to prepare three (3) certified copies of this resolution, as certificates required by law; one shall be served upon the Commission of Higher Education of the State of New Jersey, and one shall be delivered to the Board of Commissioners of the County of Essex.

\_\_\_\_\_  
The Honorable Leonard M. Luciano  
Commissioner

\_\_\_\_\_  
The Honorable Romaine Graham  
Commissioner

\_\_\_\_\_  
The Honorable Joseph N. DiVincenzo, Jr.  
County Executive

\_\_\_\_\_  
Ms. Marion A. Bolden  
Chair, Essex County College Board of Trustees

\_\_\_\_\_  
Mr. Joseph S. Zarra  
Treasurer, Essex County College Board of Trustees

Sworn to and subscribed before me this  
\_\_\_\_\_ day of February, 2023

\_\_\_\_\_  
Jonell V. Congleton  
Secretary to the Board of School Estimate

\_\_\_\_\_  
Date

\_\_\_\_\_  
Christine A. Soto, Esq.  
Attorney at Law – Law License No. 015052007

## Essex County College Projected Total Revenue for FY 2024

Description	Cost per Credit Hour	2024-01		2024-02		2024-03		2024-04		FULL YEAR	
		Revenue	Credit Hours	Revenue	Credit Hours	Revenue	Credit Hours	Revenue	Credit Hours	Revenue	Credit Hours
In-County Tuition	\$ 134.24	\$ 885,716	6,598	\$ 9,017,438	67,174	\$ 7,721,619	57,521	\$ 1,410,191	10,505	\$ 19,034,964	141,798
Out-of-County & State Tuition	\$ 268.49	\$ 108,470	404	\$ 1,353,995	5,043	\$ 1,268,078	4,723	\$ 166,464	620	\$ 2,897,007	10,790
General Service Fee	\$ 34.49	\$ 241,499	7,002	\$ 2,490,764	72,217	\$ 2,146,796	62,244	\$ 383,701	11,125	\$ 5,262,760	152,588
Total Fund 10 per credit hour income:		\$ 1,235,684		\$ 12,862,197		\$ 11,136,493		\$ 1,960,356		\$ 27,194,731	
Other Student Fees:		\$ 59,915		\$ 796,575		\$ 677,089		\$ 96,793		\$ 1,630,372	
Tuition Waiver:		\$ (109,780)		\$ (1,222,000)		\$ (1,035,200)		\$ (182,000)		\$ (2,548,980)	
Total Revenue from Tuition and Fees:		\$ 1,185,819		\$ 12,436,772		\$ 10,778,382		\$ 1,875,149		\$ 26,276,123	

Total FY 2023 Revenue/Expense Forecast		
Revenue Source	Amount	% of Total
Tuition & Fees	\$ 26,276,123	50.2%
State Appropriations	\$ 10,200,000	19.5%
County Appropriations	\$ 15,200,000	29.0%
Investment Income	\$ 100,000	0.2%
Other Income	\$ 550,000	1.1%
Total FY 2024 Revenue Forecast	\$ 52,326,123	100.0%
Expense Type		
Expense Type	Amount	% of Total
Salaries, Wages & Benefits	\$ 43,953,943	84%
Other Expenses	\$ 8,372,180	16%
Total FY 2024 Expense Forecast:	\$ 52,326,123	100%

Assumptions
*Total credit hours = 152,588
*Projecting enrollment increase from FY23 to FY24 by 3%
*Tuition & per credit hour fees increase by 2% in FY24
*2024-01 credit hours = 5% of the total credit hours
*2024-02 credit hours = 47% of the total credit hours
*2024-03 credit hours = 41% of the total credit hours
*2023-04 credit hours = 7% of the total credit hours
*Full year Tuition Waiver = \$2,548,980.00
*Other Student Fees = \$1,582,887.00
*Total Expenses = Total Revenue
*Salaries, Wages & Benefits = 84% of Total Expenses
*Other Expenses = 16% of Total Expenses



**RESOLUTION OF THE BOARD OF SCHOOL ESTIMATE OF  
ESSEX COUNTY COLLEGE  
FIXING AND DETERMINING THE AMOUNT OF MONEY  
NECESSARY FOR CAPITAL EXPENSES  
FOR FISCAL YEAR 2024**

- WHEREAS: The Board of Trustees of Essex County College in accordance with the provisions of N.J.S.A. 18A:64A-17 has duly prepared and delivered to each member of the Board of School Estimate an itemized statement of the amount of money estimated to be necessary for the Chapter XII Capital Renovation and Renewal (CRR) for the ensuing year; AND
- WHEREAS: The Board of Trustees of Essex County College in accordance with the provisions of N.J.S.A. 18A:64A-17 did fix a date, place, and time for the holding of a public hearing by the Board of School Estimate with respect to said itemized statement; AND
- WHEREAS: Notice of said meeting has been duly established in accordance with the provisions of N.J.S.A. 18A:64A-17 and a copy of said publication and affidavit of same are attached hereto and made a part thereof of Exhibit A; NOW THEREFORE BE IT
- RESOLVED: That the Board of School Estimate of Essex County College does hereby fix and determine the amount of money set forth and itemized in the following budget as necessary for the CHAPTER XII capital renovation and renewal expenses for fiscal year 2023-2024; AND

Item	Total Budget	State & Other Revenue	County Aid
Chapter XII Budget	\$3,900,000	1,950,000	1,950,000

BE IT FURTHER

RESOLVED: That if the State is unable to provide the required matching funds, the College shall use the County matching funds of \$1,950,000 as additional minor capital for fiscal year 2024; AND

BE IT FURTHER

RESOLVED: That the secretary be authorized and directed to prepare three (3) certified copies of this resolution, as certificates required by law; one shall be served upon the Commission of Higher Education of the State of New Jersey, and one shall be delivered to the Board of Commissioners of the County of Essex.

\_\_\_\_\_  
The Honorable Leonard M. Luciano  
Commissioner

\_\_\_\_\_  
The Honorable Romaine Graham  
Commissioner

\_\_\_\_\_  
The Honorable Joseph N. Di Vincenzo, Jr.  
County Executive

\_\_\_\_\_  
Ms. Marion A. Bolden  
Chair, Essex County College Board of Trustees

\_\_\_\_\_  
Mr. Joseph S. Zarra  
Treasurer, Essex County College Board of Trustees

Sworn to and subscribed before me this  
\_\_\_\_\_ day of February, 2023

\_\_\_\_\_  
Jonell V. Congleton  
Secretary to the Board of School Estimate

\_\_\_\_\_  
Date

\_\_\_\_\_  
Christine A. Soto, Esq.  
Attorney at Law – Law License No. 015052007



Chapter 12 Allocations (State and County Combined)					
Calculated Allocation with 17 colleges (Warren is not participating)					
College	FY2022 FTEs		Formulaic Approach		Allocation
	#	%	25% FTEs	75% equal shares	
Atlantic Cape	3,098	3.88%	\$639,645	\$2,911,765	\$3,551,410
Bergen	8,275	10.36%	\$1,708,896	\$2,911,765	\$4,620,660
Brookdale	6,500	8.14%	\$1,342,301	\$2,911,765	\$4,254,065
Camden	6,099	7.63%	\$1,259,480	\$2,911,765	\$4,171,244
Essex	4,900	6.13%	\$1,011,788	\$2,911,765	\$3,923,553
Hudson	4,917	6.15%	\$1,015,367	\$2,911,765	\$3,927,132
Mercer	3,851	4.82%	\$795,313	\$2,911,765	\$3,707,077
Middlesex	6,423	8.04%	\$1,326,379	\$2,911,765	\$4,238,144
Morris	4,368	5.47%	\$901,929	\$2,911,765	\$3,813,694
Ocean	5,474	6.85%	\$1,130,334	\$2,911,765	\$4,042,098
Passaic	3,360	4.20%	\$693,790	\$2,911,765	\$3,605,554
Raritan Valley	4,222	5.28%	\$871,766	\$2,911,765	\$3,783,531
Rowan/Burlington	4,589	5.74%	\$947,649	\$2,911,765	\$3,859,413
RCSJ	5,487	6.87%	\$1,133,073	\$2,911,765	\$4,044,838
Salem	806	1.01%	\$166,440	\$2,911,765	\$3,078,205
Sussex	1,541	1.93%	\$318,122	\$2,911,765	\$3,229,887
Union	5,994	7.50%	\$1,237,728	\$2,911,765	\$4,149,493
Total	79,903	100.0%	\$16,500,000	\$49,500,000	\$66,000,000

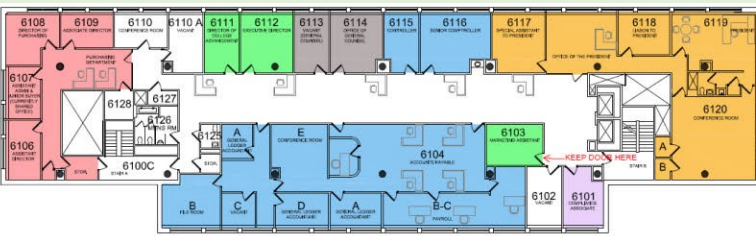
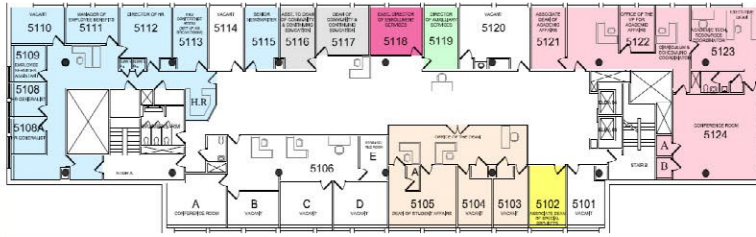
25% FTEs	16,500,000
75% Equal Shares	49,500,000
Total Allocation	66,000,000

\$1,695



# CAPITAL PROJECTS

## Academic Year 2023-2024



### ADMINISTRATIVE OFFICES RENOVATION - 5<sup>TH</sup> & 6<sup>TH</sup> FLOORS

Plans and specifications are currently in progress for the administrative offices' renovation. They include layout changes, new flooring, ceilings, lighting, electrical, painting, collaboration spaces, designated storage, pantries, and new furnishings.



### CAFETERIA RENOVATION

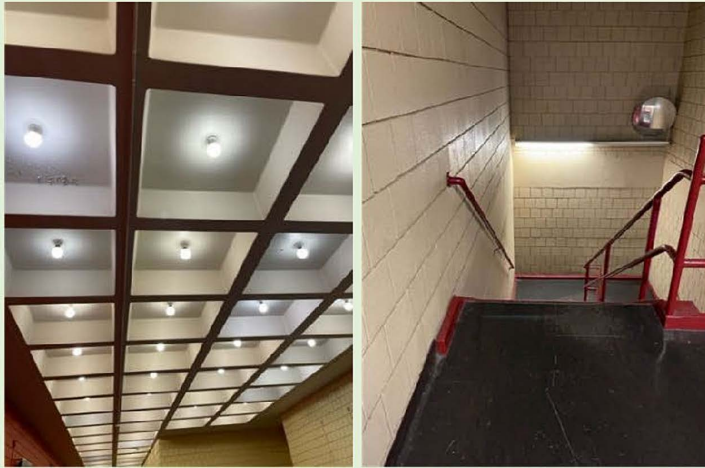
The Cafeteria will be outfitted with new equipment and modern finishes, new energy-efficient lighting, an acoustical tile ceiling, and new flooring. The demolition phase of the project is complete, and the general construction phase is ongoing.



### CFT BUILDING RENOVATION

Interior and exterior modernization, reconfiguration of the current layout, new classroom space, and Learning Communities in an open space are all part of the design scope. The area will serve Computer Science, Architecture, Civil Engineering, Math, Physics, and other related academic disciplines.





## ENERGY SAVINGS PLAN PHASE II

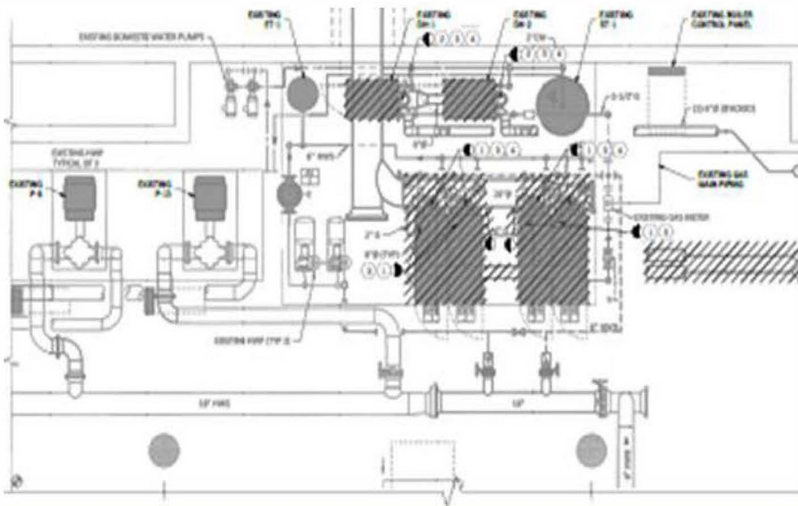
**The new LED lighting fixture retrofits include some remaining hallways and offices, Enrollment Services, staircases, Blue Area, Green Area, Red Area, Training Inc, the Clara Dasher building, and the Child Development Center. March and April 2023 are the target months.**



## ENTRANCE DOORS

### Phase II

Seven main door entrances were renovated, including new hardware, doors, frames, wireless door opening, and a new vestibule floor. The project's second phase will include access control and card readers.



# HVAC VENTILATION IMPROVEMENT

The systems upgrade includes new air handling units, ductwork, and new electrical panels to improve the air quality and circulation throughout the College structures ventilation system.



# CAPITAL PROJECTS

## Academic Year 2023-2024



### **LIBRARY RENOVATION**

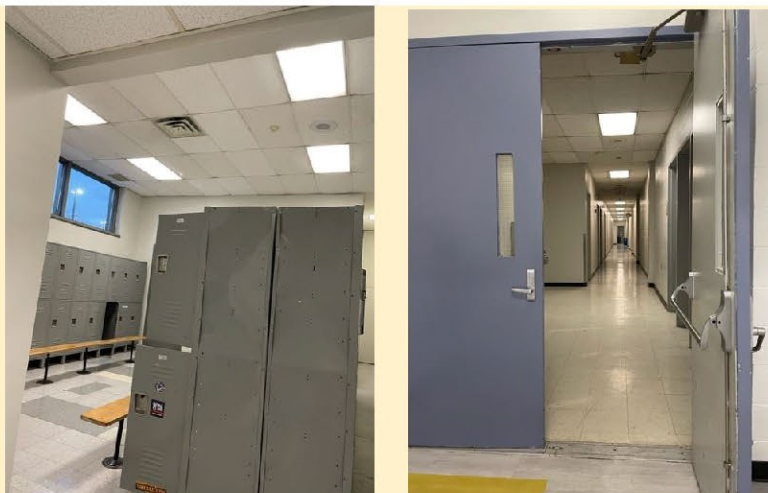
The project includes a significant layout change with specialty and flexible spaces, new carpeting and flooring, lighting, painting, innovative furnishings, acoustic zones, learning communities, individual study areas, new security detection, and the relocation of the Learning Center.



### **PARKING GATE UPGRADE**

Phase I - Upgrade to parking lots A and B gates will provide the College with added security. With the new system's ID cards, Public Safety can find out who has used their ID card to access the parking lot.

Phase II - Includes one ID allowing access to the parking lots, main entrances, and designated office space.



### **PEB LOCKER ROOM RENOVATION**

The modernization of the area includes new finishes, lighting, electrical, and plumbing in the students' locker rooms and showers, acoustic ceilings, new flooring, and new display cases.





### **WEST ESSEX CAMPUS NEW ACADEMIC BUILDING**

Construction of the new state-of-the-art two-floor building is scheduled for completion in June 2023.



### **WEST ESSEX CAMPUS NEW PARKING DECK STRUCTURE**

The new parking structure with approximately 350 parking spaces and connecting pedestrian bridge to the academic building is scheduled for completion in June 2023.



### **WEST ESSEX CAMPUS NEW SOCCER FIELD**

Construction of the new turf soccer field with bleachers with shade canopy and restrooms is scheduled to begin in April 2023 and open in September 2023.



**RESOLUTION OF THE BOARD OF SCHOOL ESTIMATE OF  
ESSEX COUNTY COLLEGE  
FIXING AND DETERMINING THE AMOUNT OF MONEY NECESSARY FOR  
SUPPLEMENTAL CAPITAL EXPENSES**

- WHEREAS, On January 24, 2023, the Board of Trustees of Essex County College requested additional capital funding from the County of Essex in the amount of \$1,800,000 for capital expenses associated with the construction of a new parking structure at the West Essex Campus; AND
- WHEREAS: The Board of Trustees of Essex County College in accordance with the provisions of N.J.S.A. 18A:64A-17 did fix a date, place, and time for the holding of a public hearing by the Board of School Estimate with respect to the acceptance of said funding; AND
- WHEREAS: Adequate notice of this public meeting has been duly established in accordance with the provisions of N.J.S.A. 10:4-6 et. Seq. and a copy of said publication are attached; AND
- WHEREAS: The Board of Trustees of Essex County College in accordance with the provisions of N.J.S.A. 18A:64A-19 has prepared and delivered to each member of the Board of School Estimate a statement of the amount of money estimated to be necessary for Supplemental Capital Expenses dedicated to the construction of a new parking structure at the West Essex Campus; NOW THEREFORE BE IT
- RESOLVED: That the Board of School Estimate of Essex County College does hereby fix and determine the amount of money set forth below in the following budget as necessary Supplemental Capital Expenses dedicated to the Essex County College construction of a new parking structure at the West Essex Campus for fiscal year 2022-2023;

Item	Original Budget Total	Additional County Aid
Construction of a new parking structure at the West Essex Campus	\$15,800,000	\$1,800,000

- BE IT FURTHER  
RESOLVED: That amounts set, fixed and determined herein as Supplemental Capital Expenses dedicated to the Essex County College construction of a new parking structure at the West Essex Campus for fiscal year 2022-2023 shall be inclusive of all other amounts fixed and determined by the Board of School Estimate of Essex County College; AND
- BE IT FURTHER  
RESOLVED: That the secretary be authorized and directed to prepare three (3) certified copies of this resolution, as certificates required by law, one shall be served upon the Commission of Higher Education of the State of New Jersey, and one shall be delivered to the Board of Commissioners of the County of Essex.

\_\_\_\_\_  
The Honorable Romaine Graham  
Commissioner

\_\_\_\_\_  
The Honorable Leonard M. Luciano  
Commissioner

\_\_\_\_\_  
The Honorable Joseph N. DiVincenzo, Jr.  
County Executive

\_\_\_\_\_  
Marion A. Bolden  
Chair, Essex County College Board of  
Trustees

\_\_\_\_\_  
Joseph S. Zarra  
Treasurer, Essex County College Board of  
Trustees

Secretary to the  
Board of School Estimate: \_\_\_\_\_ Date: \_\_\_\_\_

Sworn to and subscribed before me this \_\_\_\_ day of February 2023

\_\_\_\_\_  
Christine A. Soto, Attorney at Law  
Law License No. 015052007



# Exhibit A



## LEGAL NOTICE

A virtual Public Meeting has been scheduled on Thursday, February 16, 2023 at 11:00 AM at which time and place the Board of School Estimate of Essex County College will meet for the purpose of adopting and duly certifying the following 2023-2024 Budget for Essex County College in accordance with N.J.S.A. 18A-64A:17 et seq.:

Item	Total Request	Aid from State & Other Sources	County Aid Required
<u>Operating</u>	52,326,123	37,126,123	15,200,000
<u>Capital CH XII</u>			
• Renovations and expansion projects	3,900,000	1,950,000	1,950,000
• Parking Deck at the West Essex Campus	1,800,000	0	1,800,000

A copy of the Board of School Estimate meeting packet is available for review on the College website and may be accessed on the College's main page [www.essex.edu](http://www.essex.edu). The meeting packet, including the budget, shall be on file and available for viewing at Room 6115, A. Zachary Yamba Building, 303 University Avenue, Newark, New Jersey during business hours, Monday through Friday.

Public is invited to attend the meeting by accessing the following link:

<https://essex-edu.zoom.us/j/99013756309>

Or Telephone:

Dial 1 646 558 8656 the enter Webinar ID: 990 1375 6309

Taxpayers and other interested persons may offer comments on said budget for the Fiscal Year 2023-2024 by emailing [publiccomments@essex.edu](mailto:publiccomments@essex.edu) before 5:00 P.M. on Wednesday, February 15, 2023. Comments received by email will be read into the record during the meeting. Please include your name and contact information.

Evens Wagnac, Controller





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# **Essex County College Board of Trustees**

## **Board of School Estimate Approved Resolutions**

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## BOARD OF TRUSTEES

### REQUEST FOR BOARD ACTION

Subject:	Finance: Operating Budget Request Fiscal Year 2023-2024
Contact:	Dr. Augustine Boakye, President
Meeting Date:	January 24, 2023
Agenda Item No.:	3-2.1/1-2023

**WHEREAS:** State Statute 18A-64A-16 requires the Administration of the College to adopt a balanced budget; and

**WHEREAS:** The Budget Planning Committee developed a FY 2024 credit hour projection based on a linear trend line from the two most recent pre-pandemic fiscal years; and

**WHEREAS:** Those considerations and other pertinent metrics were analyzed and utilized by the budget committee to present a balanced budget; and

**WHEREAS:** The College's operating budget is funded through tuition and fees, governmental appropriations, and other income sources;

**NOW THEREFORE, BE IT RESOLVED** by the Essex County College Board of Trustees as follows:

1. The Essex County College Board of Trustees approves the College Operating Budget in the amount of \$52,326,123 for Fiscal Year 2023-2024.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION <b>Approved by Board of Trustees</b>
BOARD APPROVAL DATE January 24, 2023	



## BOARD OF TRUSTEES

### REQUEST FOR BOARD ACTION

Subject:	Finance: Chapter XII Budget Request Fiscal Year 2023-2024
Contact:	Dr. Augustine Boakye, President
Meeting Date:	January 24, 2023
Agenda Item No.:	3-2.2/1-2023

**WHEREAS:** The State of New Jersey provides funding for major capital renewal and replacement (CRR) programs known as Chapter 12 and Essex County College has received a minimum allocation of \$3,900,000; and

**WHEREAS:** Essex County College is requesting its full allocation of \$3,900,000 for the fiscal year 2023-2024 to commence on July 1, 2023; and

**WHEREAS:** The County is a funding partner and is required to share in 50% of the CRR cost approved by the State for the College and at this date, Chapter 12 capital funds are included in the Governor's budget; and

**WHEREAS:** The County is expected to appropriate a minimum amount of \$1,950,000 for the College's fiscal year 2023-2024 Chapter 12 request; and

**WHEREAS:** The College will use its fiscal year 2023-2024 Chapter 12 allocation to complete infrastructure projects as outlined in the College's redeveloped facilities master plan; and

**WHEREAS:** The College's Chapter 12 Capital Fund Budget request of a minimum allocation of \$3,900,000 will be submitted to the Board of School Estimate for approval at its next meeting; and

**NOW THEREFORE, BE IT RESOLVED** by the Essex County College Board of Trustees as follows:

1. The Essex County College Board of Trustees hereby authorized the College's Chapter 12 Capital Funds request in a minimum amount of \$3,900,000 for the fiscal year 2023-2024 to commence on July 1, 2023.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION <b>Approved by Board of Trustees</b>
BOARD APPROVAL DATE January 24, 2023	



## BOARD OF TRUSTEES

### REQUEST FOR BOARD ACTION

Subject:	Finance: Acceptance of Funds from the County of Essex
Contract:	Dr. Augustine Boakye, President
Meeting Date:	January 24, 2023
Agenda Item No:	3.2.3/1-2023

**RECOMMENDATION:** It is recommended that the Board of Trustees of Essex County College accept additional funding from the County of Essex in the amount of one million eight hundred thousand dollars (\$1,800,000) for capital outlay allocated to the expense of constructing the new parking deck at the West Essex Campus.

**BACKGROUND AND RATIONALE:** The County of Essex, led by the County Executive, offered to the College additional funds allocated for the construction of the new parking deck at the West Essex Campus.

**FISCAL NOTES:** The funding will increase the College's capital budget.

**NOW THEREFORE, BE IT RESOLVED** by the Essex County College Board of Trustees as follows:

1. The Board of Trustees of Essex County College accepts additional funding from the County of Essex in the amount of one million eight hundred thousand dollars (\$1,800,000) in Fiscal Year 2023, exclusive of authorized Chapter 12 funds, for capital outlay allocated to the expense of constructing the new parking deck at the West Essex Campus.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION  <b>Approved by Board of Trustees</b>
BOARD APPROVAL DATE January 24, 2023	



## BOARD OF TRUSTEES

### REQUEST FOR BOARD ACTION

Subject:	Resolution Fixing Date for Board of School Estimate Public Hearing
Contact:	Dr. Augustine A. Boakye, President
Meeting Date:	January 24, 2023
Agenda Item No.:	3-2.4/1-2023

**WHEREAS:** N.J.S.A. 18A:64A-17 requires Essex County College to prepare and deliver to each member of the Board of School Estimate an itemized statement of the amount of money estimated to be necessary for the operation and capital outlay expenses for the ensuing year and that, at the same time, fix a date, place, and time for the holding of a public hearing by the Board of School Estimate with respect to said itemized statement; and

**WHEREAS:** The Board of Trustees of Essex County College has approved a budget including an itemized statement of the amount of money estimated to be necessary for the operation and capital outlay expenses for the fiscal year ending 2024.

**NOW THEREFORE, BE IT RESOLVED** by the Essex County College Board of Trustees as follows:

1. The President of Essex County College shall ensure that a copy of the itemized statement of the amount of money estimated to be necessary for the operation and capital outlay expenses for the fiscal year ending 2024 be delivered to each member of the Board of School Estimate as soon as practicable;
2. The President of Essex County College shall ensure that appropriate notice of a public hearing by the Board of School Estimate be provided;
3. A copy of the itemized statement shall be placed on file and open to examination of the public on the College's website: [www.essex.edu](http://www.essex.edu).
4. The Board of School Estimate shall hold a virtual public hearing with respect to the itemized statement on February 16, 2023 via Zoom in accordance with the Open Public Meetings Act, at 11:00 a.m.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION  <b>Approved by Board of Trustees</b>
BOARD APPROVAL DATE January 24, 2023	





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# **Strategic Plan**

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The image features a central white rectangular area containing the text "Strategic Plan". This central area is flanked by two large yellow sections, each with a pattern of diagonal stripes in varying shades of yellow. The stripes in the top yellow section angle downwards from left to right, while the stripes in the bottom yellow section angle upwards from left to right. Two thin, dark teal horizontal lines separate the central white area from the yellow sections above and below it.



# **STUDENTS FIRST: STRATEGIC PLAN VERSION 2.1**

## **MIDTERM ACCOMPLISHMENTS**

### **Goal I - Re-establish financial stability to ensure a sustainable future for Essex County College.**

- The College has implemented a monthly reconciliation for PELL grants. The College is currently working to expand the same reconciliation process to other federal, state, and local grants.
- ECC has implemented a new and enhanced internal grant authorization form.
- Academic Affairs has taken the lead on coordinating and conducting the College's Perkins Comprehensive Local Needs Assessment (CLNA), a requirement for funding.
- ECC has engaged with the Alumni Association in several projects to include: a recruitment table at this year's graduation, Thanksgiving holiday food drive and an Angel Tree project during the Christmas season. Via the "Alumni Live" software, ECC has identified the email addresses of over 4,000 alumni so far, this year. Correspondence with alumni includes newsletters, a TV series, and press releases sent to the Alumni contact list.
- To improve succession planning, the administration has initiated several strategies designed to recognize and develop talent to secure the future success of the College. Research was conducted by Human Resources and this information was used to develop a presentation, which was facilitated with Cabinet Members in August 2022 and on August 24, 2022.
- Human Resources has reviewed job descriptions and the organizational chart to create career ladders.

### **Goal II - Maximize the impact of our academic programs and non-credit workforce development on the local community and labor market by increasing the number of students served.**

- ECC's Dual Enrollment program has recently partnered with Montclair School District for addition in the Spring of 2023.
- Development of new marketing strategies targeting the western portion of the County, to promote the upcoming opening of the West Essex Campus, including a stakeholders meeting, student open-houses, marketing brochures, flyers, and targeted mailings.
- Developed new events at ECC's FOCUS and West Essex Technical High School sites featuring on-site registration and financial aid information sessions.
- QLESS has been fully implemented in the Welcome Center and Financial Aid Office. The College is currently working on the integration of Registrar and Advising into the Enrollment Management QLESS system.





- The College has developed an Equity, Diversity, Inclusion, and Belonging (EDIB) Plan for FY 2023 with initiatives to support LGBTQIA+ students and staff, students with disabilities, Hispanic/Latinx students, college-wide trainings, to better foster a climate of belonging.

### **Goal III - Continue to innovate our academic and student support programs to improve student persistence and on-time completion.**

- The Progressive Retention Initiative has been implemented across the college. The mentor advisors stationed in every academic division have assisted well over 1375 students as of Spring 2022 and have guided the students with their course planning and scheduling by major. The advisors/mentors have specific outreach activities for all students during the semester including outreach to update Student Contact information and offer general assistance.
- The College fully implemented a new First-Year Experience course to improve student acclimation and increase retention. Over 52 sections have been offered so far, this academic year.
- The College has expanded the College's capacity to offer multiple learning modalities to best accommodate all learners. A new online course development process is established and to date Humanities has brought 6 new courses online, METCS is developing 9 online courses, Social Science has developed four of 8 new courses and can now offer a fully online Sociology degree.
- The College continues to evaluate the efficacy of the newly designed accelerated developmental English courses. In fall of 2022, of the 1000 students registered for ENG 099/ENG 101 corequisite model, 59% passed resulting in an impressive progression rate of 64%, which is over 10% higher than the prerequisite model last offered in spring 2020. Corequisite model mathematics course MTH 091S + MTH 101 and MTH 093S + MTH 103 are still being piloted.
- The College has implemented a comprehensive classroom technology and management training program to support faculty. This past fall, 22 of the 26 active participants in the ACUE training program completed their training and will be awarded a "Certificate in Effective Instruction" which is awarded jointly by ACUE (Association of College and University Educators) and ACE (American Council on Education), equivalent to three (3) graduate level credits.
- Several new articulation agreements including NJIT Joint Admission, MSU Program for Parents, and Pillar College were implemented in the past year. Discussions to initiate additional program-to-program agreements are in progress with Rutgers University, Felician University and NJIT.
- The College has completed the development of the Academic Master Plan. The 2022 – 2025 Academic Master Plan (AMP) is the result from an iterative, college-wide reflection that occurred because of a strong partnership between Academic Affairs, the academic governance committees, Community and Continuing Education & Workforce Development (CCE & WD) and the college-wide community. The plan reflects a longitudinal consensus regarding the College's strengths and opportunities.





- The College assessed campus wide SafeColleges training practices and restructured the way trainings are assigned to improve compliance with mandated trainings. As a result, the College has developed a process for monitoring compliance with trainings and coordinated with Area Heads to increase staff participation in trainings.
- On September 1, 2022, ECC launched the Office of Student Care Services (OSCS) to connect Essex County College students with the resources that they need to overcome barriers that affect their ability to be successful at Essex. The goal of this office is to provide students with a centralized location to receive basic needs resources (Health Care, Mental Health Counseling Services, Child Care, Transport, Food Pantry, SNAP benefits).
- Three in-person/virtual student orientations for new students and a newly designed “Second Year” student orientation was conducted to provide students with guidance on webservices registration, using the college catalog, using curriculum guides to monitor their academic progress, identifying their academic advisor, finding available mental health counseling services, and how to conduct a degree audit. In addition, posters were placed throughout college with QR codes that link to student to tutorial videos on how to use Moodle and Webservices.
- During the Spring 2022 semester a Resource Day program was conducted to assist students with transferring to four-year universities. Participating universities were Rutgers, Montclair, Stockholm, Grand Canyon, and Kean. In addition, individual transfer counseling was provided for students. Lastly, during the 2022 Graduation Rehearsal 333 graduate reported enrollment into four-year universities.
- During the Fall 2022 semester, a new Assistant Director of Career and Transfer Services was hired to evaluate current advisement processes and develop new processes to enhance transfer processes from ECC to four-year institutions.
- The College participated in the MAPS grant which provides mentoring to students and trains faculty mentors to gain knowledge about institutional processes to best disseminate information via their classroom. Currently 6 faculty mentors are engaged in these activities including the contacting of dual enrollment students.
- FOCUS was reopened this Fall 2022 and faculty and staff are available at the Center in the evening hours to both teach as well as support with advisement, testing, financial aid, and tutoring. Additionally, a new computer lab was established to also allow students to use the computers for hybrid courses as well as tutoring and other webservices support.

## **Goal IV - Continue to improve the physical infrastructure of Essex County College to better meet the needs of our students and enhance the student learning experience.**

- The following items have been accomplished in the main construction of the West Essex Campus:
  - Building exterior and roof are built and closed
  - Insulation is complete and interior wall closures are 70% done
  - Tile work is taking place





- Mechanical, electrical, and plumbing (MEP) work are complete and inspected
  - Fire Protection (FP) work is complete and inspected
  - Restrooms are inspected
  - HVAC units are undergoing installation
  - Retaining wall around the building is complete
  - Top driveway and roundabout are blacktopped
  - The BOT approved the interior furniture proposals
- The following items have been accomplished in the main construction of the West Essex Campus parking lot construction:
    - Proper footing construction is complete
    - Underground pipe installation is complete
    - Land leveling and grading is complete
    - Retaining wall on the retail complex side is complete
    - Precast panels and crane sections were delivered and are stored in the Caldwell Airport grounds
    - Precast panels installation began on 1/3/23
- The following items have been accomplished in the main construction of the West Essex Campus parking lot construction:
    - The architect shared the project packet with the College on 9/15/2022
- Additional capital planning accomplishments include:
    - Proposals for the renovation of the English Lab have been acquired and have been submitted for review
    - An architect has been hired to plan the renovation of the library, 3<sup>rd</sup> floor, and the bidding documents are in progress.
    - LED Lighting fixtures Retrofit project is under implementation. Phase I - Classrooms, Science Labs, Computer labs, Lecture Halls and Some Offices, was completed on June 1, 2022, and included the bookstore lights. A total of 3,997 fixtures were replaced and the installation contractor RMC Energy Brokers, provides immediate response to troubleshooting.







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# **Students First**

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## Two Essex County College Students Named to All-Academic Team

**Elizabeth Bakare** and **Favour Ogbinaka** are Essex County College's 2023 representatives on the All USA -New Jersey Community College Academic Team. The high achieving students are also in the running for the All USA National Academic Team.

"I was surprised and real grateful for this honor," said Elizabeth, a Biology, Pre-Medicine major from Newark. She said she had applied for the Phi Theta Kappa (PTK) Honor Society scholarship, which led to her selection. She is Vice President of Scholarship for the College's Alpha Theta Theta chapter of PTK. Elizabeth has a 3.89 grade point average.

"I was just hoping to receive a scholarship," recalled Favour, an Engineering major from Newark. "I filled out the application and just hoped things would work out, which they have," he added. Favour, who has a perfect 4.0 grade point average, serves as PTK Chapter Secretary.

"Both Elizabeth and Favour are exceptional students and student leaders. I could not be prouder of Elizabeth and Favour for their contribution to the team and to the student body, and I am excited to see what the future holds for them," said Professor Lynn Wilson, co-advisor of the ECC PTK chapter.

"Congratulations to Favour and Elizabeth. We are proud of them. And thank you to our PTK advisors," said ECC's President, Dr. Augustine A. Boakye.

"Most times, I look at myself and think a small girl from a little city is having big dreams," said Elizabeth, whose career goal is to become a medical doctor. She lists Cornell University and Rutgers University-New Brunswick as her top two transfer destinations after graduating from ECC.

In addition to his work in Phi Theta Kappa, Favour helped revitalize the College's Engineering Club. He plans to major in Computer Engineering after graduating from ECC, and is considering NJIT and Columbia University as transfer options.

They will represent Essex County College in Trenton (formally called PTK Day) in May of 2023, where they will be recognized alongside other New Jersey community college nominees by State officials.







## Essex County College Joins Medical School Pathway Partnership

Essex County College has entered into a partnership with Caldwell University and St. George's University (SGU) designed to enable ECC students a pathway for admission into SGU's School of Medicine. The program is dubbed the 2+1+4 Partnership.

The partnership allows ECC students who earn an Associate degree in Biology, Pre-Medicine to transfer to Caldwell University for one year. They can then move on to St. George's University's School of Medicine, in Grenada, to pursue a four-year medical degree. They'll also have the opportunity to spend their first year of medicine at Northumbria University in the United Kingdom, which maintains a partnership with St. George's University.

"We're extremely excited about this new partnership," said Dr. Augustine A. Boakye, President of Essex County College. "We're pleased to be able to help our students who aspire to careers in medicine make their dreams a reality at St. George's University. Essex County College's curriculum will help ensure students receive a solid foundation as they continue on the path toward becoming medical doctors."

"By including Caldwell University in our new partnership with St. George's University, our students will be even more prepared for the rigors of medical school. The third year at Caldwell University will provide students with the extra confidence to succeed at St. George's University School of Medicine," said Dr. Alvin Williams, Executive Dean of Faculty and Academics at Essex County College.

"We are thrilled to establish the first-ever 2+1+4 partnership for high-achieving students at Essex County College and Caldwell University," said Dr. G. Richard Olds, President of St. George's University. "The COVID-19 pandemic has revealed the depth of the U.S. doctor shortage. Partnerships like this one will help close that gap by making the path to medicine more accessible for aspiring physicians," he stated.

In order to remain eligible for the program, students must maintain a 3.4 grade point average while enrolled at Essex County College and at Caldwell. They must also register a competitive score on the MCAT.

Students accepted into the 2+1+4 program will receive a \$10,000 scholarship upon matriculating at St. George's University. They will receive their Bachelor of Science degree from Caldwell upon successfully completing the first year of the SGU's MD program.

"Caldwell University is thrilled to partner with St. George's University and Essex County College to offer students the opportunity to pursue medicine with exposure to medical professionals from around the world. This collaboration will provide our high achieving students the chance to earn both undergraduate and medical degrees through a global lens," said Caldwell University's President, Dr. Matthew Whelan.







## Essex County College Launches Its New Student App

A wide range of pertinent information for students is now just a quick electronic device click away as the College has launched its new ECC App. The App's promotion is "Let's Stay Connected to Essex."

"The app gives administration and faculty the opportunity to communicate directly with students. Conversely, students also can communicate directly with us to help keep them on track toward completion," said Dr. Keith Kirkland, Dean of Student Affairs.

Specifically, the app will connect students to:

- Current Courses/Moodle Account
- Bursar/Financial Aid Accounts
- ECC Events/Updates
- Athletics

On Tuesday, November 29, Senior Campus Success Consultant for Ready Education Carrie Dione provided an overview of the app to students via Zoom. "Hopefully you will use all the app's features which will help you toward success at ECC," she said.

"We are excited to be able to offer this app to our students," said Dr. Leigh Bello, Associate Dean, Student Affairs/Special Projects.

Students also received hands-on assistance on using the ECC App from College staff stationed at a table on the 2nd Floor Forum the day of the launch.

Students can download the app from either the App Store or Google Play Store. For questions on using the app, contact Dr. Bello at bello@essex.edu





## **ECC's Youngest 2022 Grad Proves Age No Obstacle to Success—Sister Also Member of this Year's Class**

Sisters Maya and Jasera Abdurrashid both received Associate in Liberal Arts degrees at Essex County College's 53rd annual Commencement on June 3rd. The South Orange residents joined a long line of siblings who have received ECC degrees at the same ceremony.

But what sets Maya a little apart from other alumni and her sister Jasera is her age. At 15, Maya had the distinction of being the youngest graduate in this year's class.

"I got sick while nearing high school, and the doctors felt as if homeschooling would have been the best option for me," said Maya. Their mother, who is also a New York City teacher, Michelle Abdurrashid, agreed to set up a rigorous curriculum for her daughter.

Maya's mother made the curriculum a rigorous high school experience for her. "The academic work at home was intense. It was just as if I was in a traditional high school," recalled Maya.

Jasera had enrolled at ECC in the Fall of 2020, and Maya was ready the following Spring. "I began here during the beginning of the Covid-19 pandemic, so my classes were all online," Jasera said. She added that online and some hybrid classes made it a bit easier for her sister to transition to college.

Maya agreed, stating, "The online classes were similar to homeschooling, and with that, I was able to have a smooth transition into ECC. As Covid-19 got better, hybrid classes were available, so I felt comfortable once I started taking some classes on campus. This college experience had a great impact on my academic endeavors. I'm very happy I started here at ECC."

The sisters had a couple of classes together. "It was interesting to me to see how well Maya fit into the classes. I wasn't sure at first with the age difference of her classmates, but there were no problems," said Jasera. In addition to earning her degree, Maya graduated with College Honors and an Honors designation. "This is just the beginning of my educational journey as I plan to go the way to my doctorate," said Maya.

Now Michelle Abdurrashid is confident her daughters are ready for the next phase of their higher education. Both are transferring to the Savannah (Georgia) College of Art and Design (SCAD). The sisters will room together, and the family has relatives in Georgia.

At SCAD, Maya is looking to combine her love of art with the business side. Jasera will concentrate on game design. The two sisters plan to give back to those in need. "I have been a benevolent person ever since I was young. I have always been eager to help the ones around me." Maya says.

They are helping by working with The Treehouse Learning Academy as Maya and Jasera believe in educating all. "Young brains need support from those around them. I like to think of it as a tree. A young tree usually needs support to allow it to grow straight up. Without the support on either side of the young tree, it begins to lean to the side, and as it grows, it won't reach its highest potential, just like our brains, which is why support is necessary from a young age. The education we get from a young age comes to play in our futures. It determines the quality of life we will have as adults." Maya added. You can follow Maya's journey on [www.mayasjade.com](http://www.mayasjade.com).

ECC's President, Dr. Augustine A. Boakye, said the Abdurrashid sisters are excellent examples of how the College is ideal for students of all ages. "I am proud of Maya for being our youngest graduate in the Class of 2022. Jasera is another outstanding student, and I'm confident both will do themselves and Essex County College proud going forward."







## NASA Program Takes Students to New Heights

For one week in August, the College's 4th Floor MPR turned into a beehive of activity as future scientists worked to build the perfect Martian rover out of Legos that could successfully traverse an alien landscape. That was the main theme of the Northeast Region - NASA Community College Aero space Scholars program ECC hosted.

But there was also teamwork and respect to be gained for the 26 students representing ECC and visiting Union County College and Norwalk (Connecticut) Community College.

"A program like this broadens my horizons. It's giving me the opportunity to build up my skills. I would definitely consider working for NASA someday," said Biology major Anthony Williams, of Newark.

The students were divided into four fictitious aerospace companies, with no more than three from one college. Their mission was to win the next rover contract by engineering a successful unit that performs well, learning the engineering design process, and managing the company budget.

The highlight of the week was running the motorized Lego rovers over the "Martian" surface to successfully retrieve various items, including one "lost" astronaut.

"Everything went extremely well. I know everyone really enjoyed themselves," said Dr. Nidhal Marashi, ECC Chemistry professor who co-chairs the College's NASA efforts with Physics Professor Dr. Nadia Lvov. Dr. Marashi said all participants can apply for NASA internships. Since 2018, ECC has been involved with the hands-on NASA program and several students have secured the internships. The College is one of only six community colleges nation-wide that piloted the NASA program.

"I've certainly learned a lot here," said Math major Rodrigo Fernandez. The Newark resident said he is happy he took a shot at participating. He plans to transfer to either NJIT or Rutgers University-New Brunswick and major in Physics.

"This is a special program and I'm happy we are hosting it. All of you have our full support," ECC President Dr. Augustine A. Boakye told the students. He applauded the efforts of Drs. Marashi, Lvov, and Biology, Chemistry and Physics Division Chair Dr. Eunice Kamunge for their work in holding the Northeast Region program at ECC.

State Sen. Majority Leader M. Teresa Ruiz said, "You are all winners. You are developing skill sets that will prepare you for successful careers going forward."

Rodrigo Fernandez, Asmaa Bouknadel and Karim Eldaoush were the three ECC students on the winning Navy Blue Team. Other ECC NASA participants were Homero Palaguachi, Michele Previlon and Anthony Williams (Red Team); Isabella Pedrosa, Cervante Hamilton and Zachary Miller (Gold Team), and Bilal Muhammad and Cordell Litus (Green Team).





## A Helping Hand for Thanksgiving

A steady stream of students came to the Dasher Student Center on Tuesday, November 22 to receive bags of groceries for the Thanksgiving holiday. The smiles on their faces showed that the College's National Hunger & Homelessness Awareness Week was an overwhelming success.

"I have to thank the College community for making this endeavor possible," said Joseph Ott, Student Life & Activities Office program Coordinator, as he greeted the students. He said that food donated by the College family filled 50 bags. In addition, the ECC Alumni Association donated 24 turkey, while the IMAC Insurance Agency, of Belleville, provided eight turkeys.

Also working on the project were students from the Student Government Association and Phi Theta Kappa Honor Society, along with staff from the Office of Student Care Services.



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# **Faculty Report**

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## ESSEX COUNTY COLLEGE FACULTY REPORT

- Dr. Eileen DeFreece was honored by the Oranges & Maplewood Branch of the National Association for the Advancement of Colored People (NAACP) at their 109th Annual Freedom Fund Gala, held on Friday 8, 2022, 7:00 p.m. at the Cedar Hill Country Club, located at 100 Walnut Street, Livingston, NJ.
- In the Spring 2022 and the Fall 2022, the Biology, Chemistry and Physics Division continued the faculty-led seminar to discuss current topics related to Biology, Chemistry and STEM in general.
- In the Spring 2022, the Essex County College Faculty Association (ECCFA)'s corresponding Secretary Dr. Sujatha Ramakrishnan received her Doctor in Education in Leadership from American College of Education.



- Professor Jean-Wilner Alexandre was awarded a grant to participate in the Faculty Development in International Business (FDIB) financed by the United States Department of Education. As part of the award, he traveled to South Africa, Mozambique, Eswatini from May 14 to June 13, 2022.
- In July 2022, Dr. Charles Pinderhughes conducted two workshops at the African Unity Movement Conference: “Political Lessons from the Black Panther Party” & “A Scientific Socialist Examination of Intercommunalism.”



- Professor Jean-Wilner Alexandre taught the 7th Annual Intensive Summer Seminar in International Economics at the Adventist University of Colombia in Medellin, Colombia from July 25, 2022 to August 12, 2022. He received an award from the University Board of Trustees for his dedication and service.



- In the Fall 2022, the Essex County College Business Division relaunched the faculty-led monthly Financial Literacy seminars to for the students, ECC family and community.
- On October 06, 2022 as part of the Biology, Chemistry and Physics Division seminar series, Dr. Sujatha Ramakrishnan shared her dissertation topic in a presentation to the College community. Her research focused on Bloom's Taxonomy.
- On September 29, 2022, the Essex County College Faculty Association Executive Committee organized an orientation for the new faculty members to navigate the requirements of the tenure track process. The orientation was well attended by new and tenured faculty members.
- Three members of the Essex County College Faculty Association Executive Committee, Dr. Mike Pekarofski, Professor Jean-Wilner Alexandre and Dr. Eileen DeFreece attended a special NJEA training session for Higher Education Association members in Princeton on September 30, 2022 and October 1, 2022.

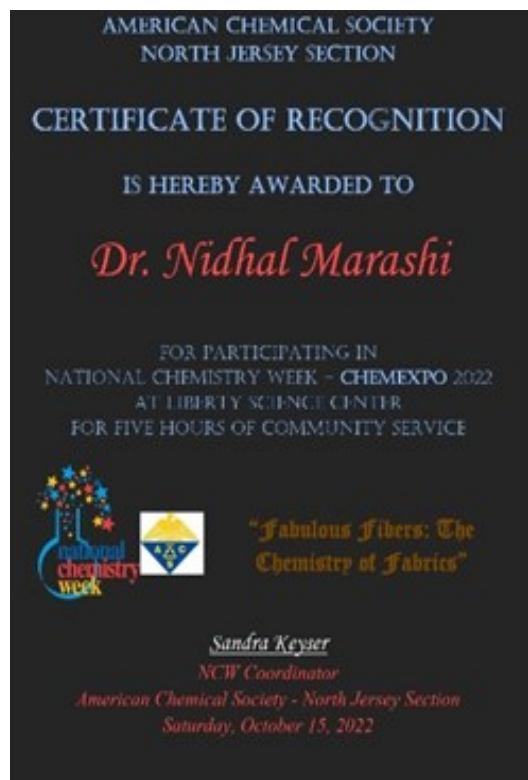






- On October 21 and 22, 2022 Professor Jean-Wilner Alexandre presented the findings of his research “Doing business in Sub-Saharan Africa” conducted during his trip in the southern part of Africa at the ACBSP Region 1 Conference 2022.

- On November 10 and 11, 2022 five Essex County College Faculty Association Executive Committee members attended the New Jersey Education Association Annual Conference in Atlantic city: Dr. Michael Pekarofski, Professor Asobayire, Professor Jean-Wilner Alexandre, Professor Kathlyn Battle and Dr Sujatha Ramakrishnan. The two main takeaways from the convention were the importance of de-escalation in this climate of violence and inclusiveness.



- In October 2022, Dr. Nidhal Marashi, along with six students that are members of the Essex County College Chemical Society Chapter-Chemistry Club, attended the annual NCW (National Chemistry Week) at the Liberty Science Center. This event was or-ganized by American Chemical Society North Jersey Section.



- Angolan Consul General Augusta Mangureira on Mon-day, November 21, toured the campus with Dr. Akil Khalfani, the Director of the Africana Institute and Associate Professor of Sociology. She was accompa-nied by her assistant, Juelma Cardoso.



- As part of community service, the Biology Pre-Medicine Club Executive Officers and Advisor Professor Yasser Kabakibi reached out to Grace Healthcare Services in the Fall of 2022. Grace Healthcare Team visited the Essex County College campus in Nov. 2022 and met the Club's advisor, Executive Officers and interested members. The club members will volunteer and offer support to patients and their families at Hospice Care Centers at nearby communities.



- Dr. Akil Khalfani, the Director of the Africana Institute and Associate Professor of Sociology, traveled to Angola from November 28 to December 7, 2022. Part of his trip was to explore study abroad opportunities in Angola for our students.



- On December 07, 2022, Dr. Nidhal Marashi, held an information session to recruit Essex County College students for the NASA pro-gram.
- On December 9th, 2022, 8 ECC students finished their registration for the NASA -Community College Aerospace (NCAS) Scholar Pro-gram and started the MISSION ONE-FIVE WEEKS ONLINE COURSE on January 9th, 2023.



- Dr Jeffrey Lee and Professor Yasser Kabakibi attended the Middle State Conference along with other College administrators from Dec 7 to December 9, 2022. They are actively participating in the accreditation self-study report.





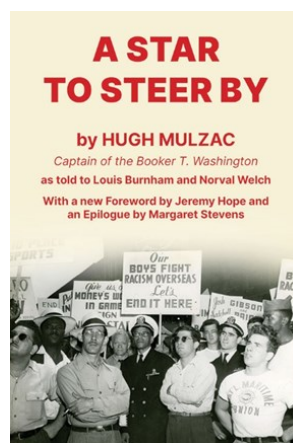
- Dr. Akil Khalfani the Director of the Africana Institute and Associate Professor of Sociology, was awarded the Lifetime Service Award by the West Orange African Heritage Organization in December 2022.



- On Friday, December 16, 2022, Professor Gervida G. Constant, MSN, RNC-MNN, CLC Nursing instructor, along with her students organized a Christmas event for the daycare children.



- Dr. Margaret Stevens wrote the epilogue of the newly published new book, A Star to Steer By, released in 2022 by International Press.



- Professor Victor Stolberg published 57 articles in Women's Health: Understanding Issues and Influences. Edited by Jillian M. Duquaine-Watson. Published 2022 by ABC-CLIO/Greenwood of Santa Barbara CA.



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# Events

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## Inauguration of Dr. Augustine A. Boakye – 9<sup>th</sup> President of Essex County College



Dr. Augustine A. Boakye addresses the audience at his Inauguration



Dr. Boakye receives the Presidential Oath of Office from College Board of Trustees Chair Marion A. Bolden. Wife Elizabeth holds the Bible and daughter Hilda looks on. At right are ECC Trustees Jeweline Grimes and Isabel Cruz



Essex County College President Emeritus Dr. A. Zachary Yamba



Arts High School String Ensemble performing at the Inauguration



Rutgers University-Newark Chancellor Dr. Nancy Cantor gives remarks



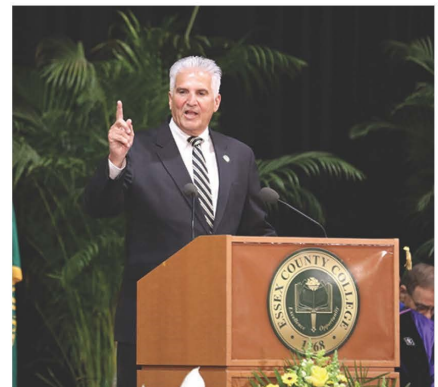
Newark Mayor Ras Baraka brings greetings




Essex County College student Angela Anokye Boateng, President of the College's Phi Theta Kappa Honor Society, Alpha Theta Theta Chapter



Essex County College Alumnus Jonathan Diaz, Class of 2016



Essex County Executive Joseph N. DiVincenzo, Jr.




Host: Alfred Bundy

– INAUGURATION SPECIAL –

Don't miss ECC's Community Education Forum  
TV Series discussion on Social Justice.

Presenter: Rev. Deforest "Buster" Soares



ESSEX  
COUNTY  
COLLEGE  
STUDENTS FIRST



## ECC Gym Dedicated in Honor of Legendary Coach Cleo Hill, Sr.

Since opening in 1985, the Essex County College Gymnasium had simply been known as the Physical Education Building. A change occurred on May 27, 2022, when the newly renovated Gym was formally dedicated as the **Cleo Hill, Sr.** Physical Education Building, complete with exterior signage. Additionally, the **Cleo Hill, Sr.** name is emblazoned on the new Gym floor.

**Cleo Hill, Sr.** was an NBA standout and legendary ECC Men's Basketball Coach and Athletic Director. Born and raised in Newark, he was a graduate of South Side (now Malcom X Shabazz) High School and Winston-Salem Teachers College (now University). In 1961, he was the top draft choice of the St. Louis Hawks, the fifth player ever drafted from an Historically Black College and University.

Unfortunately, he was "blackballed" from the NBA following his rookie year. He subsequently played in the American Basketball League and the Continental Basketball League before coming to ECC as head coach.

At ECC, Coach Hill compiled an amazing 489-128 record over 24 years, including a trip to the National Junior College Athletic Association championship game.

"We loved you Cleo Hill and hope we've done well by your family today," said **Marion A. Bolden**, Chair of the College's Board of Trustees during the dedication ceremony. College Trustee **Johanna Wright** added Coach Hill had great courage. "Courage is something you can't buy; it's the willingness to stand for right, even if you stand alone. That is who we honor today."

Fighting back tears, an emotional Cleo Hill, Jr. said, "Our family is forever grateful to Essex County College, Newark and Essex County for this honor. My father was passionate about winning, the fundamentals of basketball and, most importantly, the grooming of young men."

Before the formal cutting of the green ribbon in front of the Cleo Hill, Sr. Physical Education Building, former ECC basketball players offered testimonies to their coach.

"Coach Hill was the first person to teach me about life. He mentored me and got me on the start to where I am today," said Essex County Commissioner and former ECC basketball player **Rufus Johnson**.

"I couldn't wait to get here today and show my appreciation to Coach Hill. Coach first saw me when I was a kid playing basketball at the rec center. He taught me so much," said Louis Grimsley. Grimsley was the longtime basketball coach at Shabazz High School and served as an assistant coach at Elizabeth City (North Carolina) State University.

Former ECC players **Russell Shuler** and **Kim Fisher** also offered testimonies. "It's difficult to find the words for what Coach Hill meant to me. He was like a second father," said Shuler.

"Cleo Hill, Sr. dedicated his life to Essex County College. We will never forget what he did for us," said ECC's President, **Dr. Augustine A. Boakye**. Dr. Boakye also thanked Essex County Executive **Joseph N. DiVincenzo, Jr.** for the role he played in renovating the interior of the Gym, including the floors, hallway and lighting.

County Executive DiVincenzo called the culmination of the dedication ceremony a "team effort. Rufus Johnson first suggested naming the Gym for Cleo Hill. It is the right thing to do. Today is Cleo's day. This will be here forever. He was an important man who did a lot of good for a lot of people."

ECC Athletic Director **Michael Doughtie** said, "We are honoring the legacy of an individual who had such an impact on both our College and Essex County. His legacy at the College might be as impressive as his playing ability" He added that an ECC Athletic Hall of Fame is also planned for the Gym.





## College Celebrates its 53rd Annual Commencement

As proud family and friends looked on, 1,118 members of the Essex County College Class of 2022 received their hard earned Associate degrees at the College's 53rd annual Commencement on Friday, June 3. The ceremony, the first in-person graduation since 2019 due to the Covid-19 pandemic, was held in the Prudential Center, Newark.

Class Valedictorian and Liberal Arts major Latina Byrd said she is "honored and humbled" by her selection. She then handed her classmates one last assignment. "Remember how you feel today. I want you to guard this feeling and don't let anyone, situation, nor circumstance interfere with this feeling. Furthermore, always remember that it was that same feeling that allowed you to keep going to school during a global pandemic. Ultimately, that feeling is why you are graduating today."

A Newark City Firefighter, Latina was surprised when given several bouquets of flowers from her fellow firefighters. She is transferring to Seton Hall University with a career goal of becoming an attorney.

Chair of the College's Board of Trustees, Marion A. Bolden said, "Today, we celebrate your achievements and salute you for your hard work, your resilience, and your determination to succeed. For many of you, the journey was indeed arduous ... juggling work and family responsibilities with the myriad challenges of everyday life, including the COVID-19 pandemic. And yet you overcame obstacles in every possible way. Be proud of your success and now move confidently into the next phase of your life's plan."

ECC's President, Dr. Augustine A. Boakye, who presided over the ceremony, acknowledged all students who are serving or have served in the armed forces, as well as members of the Phi Theta Kappa Honor Society and Educational Opportunity Fund. "Our 2022 graduates come from Essex County; from across the state of New Jersey and many nations around the world including Antigua & Barbuda, Burkina Faso, Colombia, Cote D'Ivoire, Guyana, Haiti, Jamaica, Nigeria, Trinidad & Tobago, and Russia. We take pride in the rich diversity of our students at Essex County College."

New Jersey Assemblywoman Britnee N. Timberlake, representing the state's 34th Legislative District, was keynote speaker. "I congratulate you on your achievements. Many of you are now first and second-generation college graduates. We need you to keep going and achieve. Fortune favors the bold," she said. After her address, Assemblywoman Timberlake was presented an honorary Degree of Associate in Liberal Arts.

Krystle Sanabria, a Social Science major, served as class Salutatorian. She is transferring to Montclair State University where she will major in Education.

Class of 2022 Assistant Marshals, who had the honor of leading the processional into the arena, were Fatoumata Fofana (General Science); Ines Kenfack Donfack (Biology, Pre-Medicine); Jenny Simbaina (Finance); and Nicholas Stremel (Engineering).

Biology Professor Yasser Kabakibi was Grand Marshal for the class. "Today is a day of celebration, recognition of your achievements and earning of your diplomas. This is a time of new beginnings, not the end. It is a beginning of a journey to reach your future goals. A journey that is full of innovations, self-advancements, opportunities to impact others to make the world a better place, and self-reflections for continuous improvements," he told the class prior to the traditional tassel turning.

The youngest graduate in this year's class is Maya Abdurrashid, 15. Linda Brown, at 73, is the oldest new alumna. Both majored in Liberal Arts.