



Board of Trustees
PUBLIC MEETING MINUTES

September 17, 2024 | 4:30 PM

Smith Hall – Main Campus

In Attendance

M. Bolden; J. Grimes; A. Lewis; C. Martinez; B. Robinson; J. Wright; A. Boakye, President; Mejia, Board Counsel

Call to Order/Roll Call

Chair M. Bolden called the meeting to order at 4:38 pm. A quorum was achieved with 6 trustees in attendance.

Open Public Meetings Act Announcement

Trustee J. Grimes read the Open Public Meetings Act into the record. It reads as follows:

In compliance with the Open Public Meetings Act of the State of New Jersey, adequate notice of this regular meeting of the Board of Trustees of Essex County College was provided in the following manner: Advance written notice of this virtual meeting was filed on January 2, 2024, and written notice for this meeting was provided to the Essex County College Community, indicating that the meeting will be held in accordance with the Open Public Meetings Act (P.L. 2020 c. 11.) and Board Policy 1-1. Notice of the meeting was also posted on the College website at www.essex.edu. According to records of Essex County College, we have not received written requests or prepayment from any parties for advance notice of meetings.

Minutes

Trustee J. Grimes moved that the minutes of the June 18, 2024, meeting of the Board of Trustees be approved. Trustee C. Martinez seconded the motion.

The minutes were approved unanimously.

Communications

Trustee J. Grimes announced that there were no communications.

Public Comments on Agenda Items

Mr. Lev Zilbermintz greeted the audience and welcomed everyone back from the summer.

He welcomed newly hired staff and wished them the best. He thanked retiring staff for their contributions to the College and wished the best to those who were moving on to other endeavors.

With the closure of the bookstore, he asked the Trustees, the College Administration and the SGA to address the issue of student access to course materials.

Finance Committee Report

Trustee Wright read the finance report into the record in the absence of Trustee Zarra.

Actions – Submitted for Recommendation to the Board

3-1.1/Sept-2024	Resolution Authorizing the Payment for Worker's Compensation New Jersey Community College Insurance Pool, Skillman, New Jersey <i>College Funded – Operating Expense</i>	Amount not to exceed \$171,000.00
3-1.2/Sept-2024	Resolution Authorizing the Award of a Two-Year Contract for Fire Alarm, Fire Suppression, and Burglar Alarm System Testing, Maintenance, and Technical Services Johnson Controls Fire Protection, LP, Totowa, New Jersey	Amount not to exceed \$200,000.00

College Funded – Operating Expense

3-1.3/Sept-2024	Resolution Authorizing the award of a Two-Year contract for facility improvements <u>Vendor Name</u> Silvas Mechanical Services Tri-County Termite & Pest Control Environmental Climate Control, Inc. Sport Pro Surfacing, LLC Siegel Performance Systems, dba SPS Fitness BSN Sports Champion Elevator Corporation Netta Architects LLC <i>Chapter XII Funded – Capital Expense</i>	<u>Vendor Category</u> SBE SBE SBE SBE SBE SBE Non-SBE/MBE/WBE Non-SBE/MBE/WBE	Amount not to exceed \$1,000,000.00 Per year
3-1.4/Sept-2024	Resolution Authorizing the Award of a One-Year Contract to Purchase Furniture <u>Company Name</u> Media Technologies Creative Library Concepts <i>Chapter XII Funded – Capital Expense</i>	<u>Vendor's Category</u> SBE SBE	Amount not to exceed \$300,000.00
3-1.5/Sept-2024	Resolution Authorizing the Award of a Two-Year Contract for Maintenance Renewal of Network Infrastructure Equipment <u>Vendor</u> Allegheny Cablevision Lightpath, Inc Technolutions, Inc Ready Education, Inc PeopleAdmin Inc PowerSchool Group LLC <i>College Funded – Operating Expense</i>	<u>Status</u> Non-SBE/MBE/WBE Non-SBE/MBE/WBE SBE Non-SBE/MBE/WBE Non-SBE/MBE/WBE Non-SBE/MBE/WBE	Amount not to exceed \$1,000,000.00 Per year
3-1.6/Sept-2024	Resolution Authorizing the Award of a Contract for the College's Annual Golf Scholarship Fundraiser Maplewood Country Club, Maplewood, New Jersey <i>College Funded – Operating Expense</i>		Amount not to exceed \$40,000.00
3-1.7/Sept-2024	Resolution Authorizing the Award of a Two-Year Contract for Plumbing Repair and Service William J Guarini, Jersey City, New Jersey <i>College Funded – Operating Expense</i>		Amount not to exceed \$100,000.00 Per year
3-1.8/Sept-2024	Resolution Authorizing the Award of a Two-Year Contract for Tree Removal Services Downes Tree Service Co, Jersey City, New Jersey <i>College Funded – Operating Expense</i>		Amount not to exceed \$100,000.00 Per year
3-1.9/Sept-2024	Resolution Authorizing the Award of a Two-Year Contract for HVAC Air Filters Filter Corporation, Compton, CA <i>College Funded – Operating Expense</i>		Amount not to exceed \$100,000.00 Per year

Trustee A. Lewis moved the Finance actions for approval. Trustee B. Robinson seconded the motion. The motion carried unanimously.

Personnel Committee Report

Trustee B. Robinson advised that the Personnel committee met last week and recommended the approval of the following items:

Actions – Submitted for Ratification – Approved by the Executive Committee in August 2024

4-1/Aug-2024	Administrative Joyce Ayim Assistant Dean - Online Education and Resources Online Education Effective September 03, 2024 Salary \$97,000.00
4-2/Aug-2024	Faculty Victoria Pangilinan Assistant Professor - Nursing Division of Nursing and Health Sciences Effective: September 03, 2024 Salary \$70,186.00
4-3/Aug-2024	Faculty Shazam Bacchus Assistant Professor - Nursing Division of Nursing and Health Sciences Effective: September 03, 2024 Salary \$68,810.00
4-4/Aug-2024	Faculty Rachel Gasataya Instructor of Music Humanities & Bilingual Division Effective: September 03, 2024 Salary \$58,728.00
4-5/Aug-2024	Faculty Alexandra Tangarife Assistant Professor of English Humanities & Bilingual Division Effective: September 03, 2024 Salary \$58,728.00

Actions – Submitted for Recommendation to the Board on September 17, 2024

A. Appointment

4-1/Sept-2024	Administrative Confidential Hamin Shabazz Vice President - Academic Affairs/Chief Academic Officer Academic Affairs Effective: October 14, 2024 Salary \$155,000.00
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4-2/Sept-2024 Professional II Confidential
Olivia Obanye
Administrative Assistant
Office of the President
Effective: September 23, 2024
Salary \$47,000.00

4-3/Sept-2024 Support Staff Association
Alba De Feijoo
Custodian
Facilities Management
Effective: September 23, 2024
Salary \$31,200.00

4-4/Sept-2024 Support Staff Association
William Thomas
Custodian
Facilities Management
Effective: September 23, 2024
Salary \$31,200.00

4-5/Sept-2024 Support Staff Association
Craig Bennett
Custodian
Facilities Management
Effective: September 23, 2024
Salary \$31,200.00

B. Re-Appointment

4-6/Sept-2024 Administrative Confidential
Dr. Augustine A. Boakye
President
Office of the President
Effective: January 1, 2025

C. Retirement

4-7/Sept-2024 Faculty
Patricia Bartinique
Professor of English
Humanities & Bilingual Studies Division
Effective: August 31, 2024

4-8/Sept-2024 Professional Confidential III
Wayne Yourstone
Senior News Writer
Marketing & Communication
Effective: January 31, 2025

D. Resignation

4-9/Sept-2024	Administrative Association Ruth Ware Associate Director – Library MLK Library Effective: September 9, 2024
4-10/Sept-2024	Faculty Natalee White-Smith Instructor-Nursing Division of Nursing and Health Sciences Effective: September 1, 2024
4-11/Sept-2024	Faculty Aneliia Chatterjee Instructor- Librarian MLK Library Effective: August 19, 2024
4-12/Sept-2024	Professional II May Whyte-Squires Advisor – Center for Adult Transition Center for Adult Transition Effective: August 19, 2024
4-13/Sept-2024	Professional I Taniel Moore Administrative Assistant Office of the President Effective: July 30, 2024
4-14/Sept-2024	Professional I Lance Simon Administrative Assistant Community Continuing Education and Workforce Development Effective: July 18, 2024
4-15/Sept-2024	Security Association Calvin Wilson Police Officer Public Safety Effective: July 15, 2024
4-16/Sept-2024	Security Association Glenn Nash Security Officer Public Safety Effective: July 25, 2024

E. Rescind Appointment

4-17/Sept-2024	Security Association Zaire Ruffin Police Officer Public Safety Effective: June 9, 2024
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4-18/Sept-2024 Security Association
Sadrac Auplan
Policer Officer
Public Safety
Effective: June 9, 2024

4-19/Sept-2024 Security Association
Kain Carlisle
Security Officer
Public Safety
Effective: July 8, 2024

F. Contract Ratification

4-20/Sept-2024 Essex County College (ECC) and Essex County College Administrative Association

Trustee Wright moved the Personnel actions for approval. Trustee Lewis seconded the motion. The motion carried unanimously.

Educational Programs Committee Report

Trustee Lewis stated the Educational Programs committee met last week and recommended the approval of the following items:

7-1.1/Sept-2024	Johnson Controls Community College Partnership Program with Grant of \$100,000
7-1.2/Sept-2024	Bloomfield Board of Education - Dual Enrollment Program
7-1.3/Sept-2024	Newark Board of Education Middle School Academic Enrichment Program

Trustee Wright moved the Education Programs actions for approval. Trustee Robinson seconded the motion. The motion carried unanimously.

Site Facilities and Equipment Committee Report

Trustee Martinez advised that the committee did meet and there were no actions to report. She added that Dr. Boakye provided updates on completed and ongoing capital projects that are enhancing the College's educational offerings and campus safety.

Policy and Governance Committee Report

Trustee Grimes advised that the committee met last week and there were no actions. She said that the regulations were discussed along with Title IX. Trustee Bolden added that the board made several policy updates in the last academic year.

Community Relations Committee Report

Trustee Wright advised that the committee met last week and there were no actions. She invited the College community to support the Golf Scholarship Tournament scheduled for October 17th and shared her appreciation for the progress made on the soon-to-be-established Essex County College Athletic Hall of Fame.

Alumni Association Report

The Alumni Association Report submitted to the Board of Trustees was read into the record by Mr. Lev Zilbermints and is attached as Appendix A.

Student Government Association Report

The Student Government Association Report submitted to the Board of Trustees was read into the record by Ms. Naylah Young and is attached as Appendix B.

Faculty Association Report

The Faculty Association Report was submitted electronically and read into the record by Professor Victor Stolberg. It is attached here as Appendix C.

President's Report

The President's Report was submitted electronically and read into the record by Dr. Augustine A. Boakye, President. It is attached here as Appendix D.

After President Boakye completed his report, he asked the audience to give the board of trustees a round of applause for their support. Trustee Bolden welcomed everyone back and said that trustees are here to serve. They are not paid for their services. They are committed to making sure the students succeed.

New Business

Trustee Wright advised that the good work of the board should be supported by the Governor who has yet to make the two board appointments needed to fill existing vacancies.

Public Comments

There were three people who spoke on the record:

Lev Zilbermints submitted his public comments electronically. It reads as follows:

Greetings everyone,

In my first public comments of the 2024-2025 academic year, I would like to mention a few subjects.

First, there is going to be a partial lunar eclipse tonight. It is a supermoon, so this will make the moon appear closer to Earth. Internet says that the peak is at 10:44 p.m. tonight. Make sure you get a good viewing spot.

Second, let me mention the issue of budgets not being distributed to departments here at ECC. As usual, I have my sources of information. So, my question is, how soon will the budgets be distributed? This has even affected ECCAA since the October Pep Rally has been rescheduled. The point is, how are the various departments to know what they can buy if they do not have a budget in front of them? I am told this is the first time in college history such a thing happened. If the non-release of budget affects departments across the college, then how are student clubs, organizations, and departments, to organize the financial aspect of their activities? This is just not good fiscal sense.

Third, I would like to see more plug-ins in the Cafeteria. There are just not enough of these by the walls. Can we have plug-ins for cell phones made into the floor by the tables? Many schools have this. Other than that, how about more plug-ins by the walls in the Cafeteria?

Dean Keith Kirkland encouraged the College community to support the Scholarship Golf Tournament scheduled for October 17th. He shared the various sponsorship levels which include Tournament Sponsor, Dinner Sponsor, Brunch Sponsor, Scholarship Benefactor and Scholarship Donor, among others. He thanked Mr. Bundy, Dean Bello and Ms. Jefferies for their work on the committee.

Trustee Bolden said she was not able to attend the Golf Tournament in the past but will attend this year's tournament.

Dr. Hamin Shabazz also made public comments. He greeted the Board of Trustees and the College community. He expressed gratitude and appreciation for his new role. He said he was deeply honored and grateful for the trust and confidence they placed in him by appointing him as the new Vice President for Academic Affairs. He said he was committed to working diligently to ensure that the Office of Academic Affairs operates smoothly,

efficiently and harmoniously. He also stated that he wants to ensure that it continues to serve and contribute to the success of all ECC students. He looks forward to collaborating with everyone and shared that his door will be open for suggestions, feedback and concerns. He mentioned that he is here to serve and represent the President, faculty, staff and students to the best of his abilities and work together as a team. He is confident that they can and will achieve more goals. He expressed that he was eager to work with everyone and to be able to contribute to the success of all ECC students.

Notice of Executive Session

Trustee Grimes read the Notice of Executive Session. She read as follows:

WHEREAS, The Open Public Meetings Act, 1975 (N.J. Law Chapter 231) permits a public body to exclude the public from that portion of a meeting at which certain topics are discussed:

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Essex County College shall hold, following this meeting and prior to its next scheduled meeting on October 22, 2024, at 4:30 PM, an Executive Session to discuss the following topics, the general nature of which is limited to Collective Bargaining Agreements, Pending and Existing Contractual Negotiations, Litigation and Personnel Matters. The discussion of these said topics shall be disclosed to the public as soon as reasonable.

She asked for a motion to vote. Trustee Robinson seconded the motion. The motion was approved unanimously.

Adjournment

Chair Bolden asked for a motion to adjourn the meeting. Trustee Robinson seconded the motion. The meeting was adjourned at 5:31 pm by a vote of acclamation.



**Report to Board of Trustees
September 17, 2024 @ 4:30 pm**

1. Greetings to BOT members, President Boakye, ECC staff and students, and everyone in attendance.
2. I am Lev Zilbermintz, ECCAA Treasurer, and I am pleased to provide an update on the association's progress.
3. First, we thank ECC President Dr. Boakye and his administration for their continued support.
4. The association has achieved its goal of getting a dedicated link (<https://secure.actblue.com/donate/eccfundouralum>) for membership dues and general donation payments. Thanks to Dr. Boakye and his administration for their listening ears.
5. Between June and August, the association collaborated with the Newark Downtown District for summer fun activities, including game nights and music festivals. The events were free and open to the public.
6. The association's Vice President, Ms. Judith Llewellyn, resigned on 09/11/2024 due to a new work role causing scheduling conflicts.
7. The Alumni held Executive Board and General Assembly meetings on September 4 and September 12, respectively.
8. The association is working on strategies to recruit members who can fill vacant executive and standing committee positions.
9. Thank you, and have an excellent academic year.

STUDENT GOVERNMENT ASSOCIATION

September 2024 Board of Trustees Report

Good evening, Board of Trustee Members, Dr. Boakye, Faculty, and Administration.

My name is Naylah Young and I am the newly elected President of the Student Government Association. I am joined here today with the SGA executive board, and I will be delivering the September Board report updating you on our activities.

INDUCTION CEREMONY

The SGA induction ceremony, was held on July 24, 2024, and was a noteworthy event with the presence of Dr. Boakye, Dean Kirkland, Dean Bello, Mr. Graham, Ms. Johnson, Ms. Scantling and Mr. Ott. During the ceremony, 9 new members were formally inducted by Mr. Ott, Dr. Bello and former President Mark Anifowose.

I am proud to introduce to you, the newly appointed Student Government Association Board members for 2024/2025. Please stand when your name is called.

- President: Naylah Young, who will oversee student activity events and address emerging student issues.
- Vice President: Vanessa Previlon, responsible for managing the Inter-Club Council and ensuring the well-being of active student clubs.
- Secretary: Ameerah Sanni, tasked with tracking initiatives and documenting all activities.
- Treasurer: Faith Odhe, who will handle all financial responsibilities.
- Parliamentarian: Rayaunna Benjamin, ensuring that the SGA Board adheres to its Constitutional duties.

Additionally, five new senators have been appointed: Fattah Coulibaly, Jessica Odiase, Evan McGee, and Michael Agahji, with Ethan Erfe continuing in his role as a previous senator. We look forward to collaborating with the college community and advancing our collective goals.

SGA ACTIVITIES

The Student Government held it's first virtual meeting on Monday, July 29, 2024, with Dean Bello, Dean Kirkland, Mr. Graham, Ms. Scantling, and Mr. Ott in attendance. The primary focus of the meeting was to strategize for the upcoming semester, with an emphasis on enhancing student involvement and engagement across campus. This includes encouraging participation as general members, board members, and facilitating exploration of various clubs of interest.

Additionally, on Wednesday, August 28, 2024, we met with Dr. Bello to discuss, Faculty

Governance Committee Representation and other SGA Subcommittee positions that need to filled. The Fall meeting dates and other logistics were also on the agenda.

We are scheduled to hold our inaugural student forum on September 24, 2024, to collect feedback on the student body's needs, wants, and concerns. Additionally, we plan to arrange a meeting with Dr. Boakye, Dean Kirkland and Dr. Bello, to address any issues and outline our objectives for the semester.

The Inter-Club Council has yet to conduct its first meeting, which will be led by Vice President Vanessa Previlon during the latter half of September. Details from this meeting will be included in the next Board of Trustees report.

CLUB FAIR

The Club Fair for the semester, held on September 11 and 12, 2024, was a resounding success, featuring participation from 36 clubs. The event was marked by high levels of student engagement, with attendees actively inquiring about the diverse array of clubs and enjoying the activities throughout the day. This participation resulted in a significant number of students signing up to join various clubs, highlighting a strong interest in the Student Club community. SGA was able to recruit at least 32 additional students that are interested in working with us for the year.

Fall Forum Dates

The Fall Forum dates for this semester are scheduled as follows:

- Tuesday, September 24, at 10:00 AM
- Monday, October 7, at 12:00 PM
- Wednesday, November 13, at 1:00 PM
- Tuesday, December 3, at 11:00 AM

Upcoming DC Trip who is going ASGA Washington

From October 10th to October 13th, members of the SGA Executive Board will attend the American Student Government Association (ASGA) National Student Summit in Washington. DC. Vice President Vanessa Previlon and Secretary Ameerah Sanni, will be joining myself and Mr. Graham for the opportunity to network with other student government association leaders from across the country. We will be participating in seminars designed to enhance our leadership skills and acquire essential competencies for success.

Week of Welcome with Student Affairs

During the four days of the Week of Welcome which coincides with the beginning of the Fall semester, we successfully welcomed new students into our community, provided information about student government, and addressed various questions from the student body. Additionally, the SGA played a key role in assisting with New Student Orientation by offering tours of the main campus buildings to help new students become familiar with their new environment.

We look forward to working with Administration and the Board of Trustees on behalf of the Essex County College student body!

Respectfully submitted,

SGA Executive Board
Essex County College
Student Government Association

Essex County College Faculty Association (ECCFA)

Memorandum

To: Ms. Marion Bolden, Chair of the Essex County Board of Trustees & the Board of Trustees

From: Jean-Wilner Alexandre, Associate Professor, ECCFA Representative to ECC Board of Trustees

Date: Tuesday September 17th, 2024

Re: Faculty Report

General Comments

Good evening, members of the Board of Trustees, Dr. Augustine A. Boakye, cabinet members, and the entire college community. First, the Faculty Association warmly welcomes you all back to campus and thanks you for your continued service. We trust that you will continue making decisions that advance the college's mission and positively impact the community.

The ECCFA hopes to see a more collegial atmosphere on campus. We believe in fostering strong bonds among those who prioritize the institution's interests above personal ones. Together, we can create a more supportive environment that will benefit everyone involved.

Every faculty member is deeply committed to serving our students with passion. However, some faculty feel hindered by unnecessary bureaucracy and rigid policies. Challenging administrative personalities further complicate their work, creating obstacles instead of facilitating progress.

We are saddened by the retirement of Patricia Bartinique, as well as the resignations of Professors Natalee White-Smith and Aneliia Chatterjee. Each of these individuals made invaluable contributions to Essex County College. They will always remain part of our college family, and their excellent work will be remembered fondly.

Throughout the summer, the ECCFA negotiation team worked diligently to revise the consolidated contract. The goal is to better support faculty members in fulfilling the college's mission. These dedicated individuals deserve commendation for sacrificing their summer to focus on this important task.

We would like to take this opportunity to welcome our new faculty members to the Essex County College family. A warm welcome to Victoria Pangilinan, Assistant Professor of Nursing; Shazam Bacchus, Assistant Professor of Nursing; Rachel Gasataya, Instructor of Music; and, Alexandra Tangarife, Assistant Professor of English. We are excited to have you join us and look forward to your contributions.

In addition, we extend a special welcome to Hamin Shabazz, our new Vice President of Academic Affairs and Chief Academic Officer. The faculty members are eager to work with you and wish we could have had the chance to meet before your appointment.

Finally, we would like to acknowledge the big shoes you have to fill. Our previous Chief Academic Officer was truly exceptional and set a high standard. We are confident, however, that you will bring your own unique strengths to this important role.

Faculty Update/ Activities

African Institute

Among Dr. Akil Khalfani's many academic activities, we would like to highlight his participation in the U.S.-Colombia Summit, which focused on building partnerships with HBCUs and MSIs. This summit offers valuable opportunities for international student recruitment, study abroad programs, and potential faculty exchange initiatives. The outcomes of this trip are expected to significantly enhance our institution's global engagement efforts.

Business Division

Business Division Professors

All Business Division professors attended the staff training on August 16, 2024, in preparation for the upcoming semester. The training took place at the West Essex campus and focused on ensuring a smooth return to classes. This session helped faculty align with key updates and expectations for the new academic year.

Professor Patrick Saint Fort

1. Attended the Business Division faculty training for FYE and helped in New Adjunct Professor training on August 13th.
2. Attended the FYE training and helped in training New Adjunct Faculty on August 14th.
3. Attended School Convocation on August 26th and attended training for TEAMS.

Professor Jean-Wilner Alexandre

1. Professor Alexandre was honored with both the ACBSP Regional and International Teaching Excellence Awards. These prestigious recognitions highlight his outstanding

contributions to education and his commitment to excellence in teaching. His achievements reflect a deep dedication to student success and academic leadership.

2. Professor Alexandre delivered a lecture on international economics at the Adventist University of Colombia in Medellín. His lecture took place from July 12 to July 16, 2024. The event was part of a broader academic engagement at the university.
3. On July 16, 2024, Professor Alexandre attended the ACBSP African Task Force meeting. The goal of the meeting was to recruit and expose African universities to the accreditation process. His participation reflected his commitment to global educational initiatives.
4. In preparation for Hispanic Heritage Month, Professor Alexandre took part in two planning meetings. These meetings were held on August 12 and 13, 2024. His involvement aimed to support the cultural celebrations and awareness efforts.

Mathematics, Engineering Technology and Computer Science

Professor Ines Figueiras et al.

The METCS Division launched a new program, A.S. Computer Science: Data Science Option. Professor Ines Figueiras created the marketing material for the College's website, as well as posters and flyers. Professors Ardian Selimi and Figueiras presented the new program at a 2024 Convocation Workshop. An information session for students is planned for September 26, 2024.

Professor Ines Figueiras secured two summer research experiences at NJIT regarding biomathematics during June and July of 2024 for engineering majors, Pharell Kenda and Albright Owusu. The experience concluded with a symposium where the students presented their research results. Pharell was a Marshal at the ECC 2024 commencement, and Albright was recently recognized by the faculty with a Faculty Association scholarship.

Dr. Teryn Cha, Ph.D.

Teryn Cha, a Computer Science professor, attended the FLAIRS-37 conference, hosted by the Florida Artificial Intelligence (AI) Research Society, from May 19 to 21, 2024. During the conference, she actively participated by presenting three accepted posters, one of which she authored as the primary author.

The posters presented were:

1. Teryn Cha, James Cha, Samuel Lim, and Soon Chun. Towards Youth Mental Health Support: Developing a Prototype AI Counselor.
2. Jiatao Kuang, Teryn Cha, and Sung-Hyuk Cha. Enhancing Image Classification through Exploitation of Hue Cyclicity in Convolutional Neural Networks.
3. Teja Vuppu, Teryn Cha, and Sung-Hyuk Cha. Enhancing Nearest Neighbor Classification Performance through Dynamic Time Warping with Minkowski Distance Optimization.

In addition to the poster presentations, she also served as a program committee member for the Security, Privacy, Trust, and Ethics in AI track.

Her attendance at FLAIRS-37 was essential for refining her teaching curriculum and equipping students with relevant skills for the ever-evolving job market.

Radiology

Professor Mary Ellen Carpenter and Colleagues

Professor Mary Ellen Carpenter, Radiography Program Coordinator Prof Darlyn Warner, and Victor Eromosele Clinical Coordinator are very proud to announce that The Radiography Program graduated 12 students this past summer 1 semester.

All 12 graduates sat for the national exam offered by the American Registry of Radiologic Technologist (ARRT). All 12 candidates passed the exam with the required grade of 75 or higher, and all graduates are working in the field of radiography. The average ARRT score for this group was 84 out of a possible 100.

Many of our students balance school with life, needing to find time to study while working to support their families and pay for rent and food.

Social Science

Dr. Clare Kajura

1. Made a presentation during Convocation on August 26th, 2024, entitled Motivational Interviewing: Conversations for Student Success
2. Member of the 2023-2024 Competency Assessment team presentation during convocation.
3. Attended the 2-day 2024 Suicide Prevention Summit hosted by the Mental Health Academy on August 24th and 25th.

Student Development & Counseling

Professor Victor Stolberg

1. Attended “113th Session of the International Convention on the Elimination of All Forms of Racial Discrimination” and “31st Session of the Convention on the Rights of Persons with Disabilities” at the United Nations Headquarters in Geneva, Switzerland.
2. Earned 3 certificates: “Grant Seeking Essentials Certificate” from Cornerstone OnDemand Foundation; “Procurement and Logistics Certificate” from Chartered Institute of Logistics and Transport; and “Financial Management Essentials” from Cornerstone OnDemand Foundation; all of which contribute to my professional development.
3. Completed 13 Online courses; 8 from Eduta: “Strategic Management,” “Global Governance,” “Organizational Behavior,” “Confidence Masterclass,” “Self-Control Masterclass,” “International Political Economy,” “Irreplaceable Employee,” and “Body Language.” Completed 4 other Online courses from DisasterReady: “Proposal Writing,” “Humanitarianism Basics,” “First Aid Stress & Trauma (FAST)” and “Seed Emergency

Response Toole (SERT).” Completed 1 Online course from International Rescue Committee (IC): “Data Analysis and Action Planning.”

4. Participated in shared governance by participating in a sub-committee meeting of the Faculty Development Committee (FDC); contributing to a strong academic foundation to guide student success.
5. Attended several meetings including those for the Diversity, Equity and Inclusion (DEI) Committee, and the Faculty Contract Negotiation Team; as well as some in the community, such as for the Board of the Friends of the Newark Public Library.
6. Completed inclusiveness-related SafeColleges trainings such as “Mental Well-Being for Faculty and Staff,” “Drugs and Alcohol at Work,” “Building Supportive Communities: Clery Act & Title IX,” “Preventing Harassment & Discrimination,” and “Diversity, Inclusion & Belonging for Leaders,” as well as Medscape continuing education, mainly on various disabilities, like “Alcohol Use,” “Anemia,” “Bipolar Disorder,” “Cannabis,” “Colorectal Cancer,” “Depression,” “Diabetes,” “HIV,” “Lung Cancer,” “Mental Health,” “Multiple Sclerosis,” “Narcolepsy,” “PTSD,” and “Schizophrenia.”
7. Attended the Smithsonian National Education Summit in Washington, DC.
8. Presented on SDC services at the EOF Pre-freshman Summer Program.
9. Attended U.S. Secret Service Webinar on “Enhancing School Safety Using Behavioral Threat Assessment.”
10. Recruited several prospective Adjunct Instructors.

Concluding Remarks

The ECCFA envisions a campus where positivity and collegiality thrive, creating an atmosphere of mutual respect and warmth. We believe that every interaction, whether with cabinet members, trustees, security personnel, or faculty, should reflect this commitment to courtesy and kindness. By fostering this environment, we strengthen our ability to fulfill the college’s mission and better serve our community.

A positive shift in campus culture is essential to our collective success. We are eager to see an atmosphere that is not only courteous but also joyful, radiant, and empowered. Together, we can create a space where optimism, enthusiasm, and gratitude are at the forefront of every interaction.

With this spirit of optimism, our faculty members remain hopeful about the future. We are confident that our contract negotiations will result in favorable terms that enhance the quality of life for all faculty members. This will further enable us to continue our work with renewed energy and purpose.

Appendix

Dr. Teryn Cha, a Computer Science professor, attended the FLAIRS-37 conference



Professor Victor Stolberg at the United Nations



Professor Jean-Wilner Alexandre Lecturing in Medellin Colombia



Dr. Akil Khalfani in Brazil at African Diaspora in the Americas Conference



Dr. Akil Khalfani in Colombia at the U.S.-Colombia Summit, Which Focused on Building Partnerships with HBCUs and MSIs.



Memorandum

To: Dr. M. Bolden & the Board of Trustees

From: Dr. Augustine A. Boakye, President, Essex County College

Date: September 17, 2024

Re: President's Monthly Report

General:

On August 26, 2024, we launched our 2024 – 2029 *Access to Success* Strategic Plan with six overarching goals focusing on enrollment; retention & graduation; diversity, equity & inclusion; expanding the College's network of support through community partnerships; ensuring financial stability and alignment of our infrastructure and technology with employee productivity and student success.

We kicked off our 2024 – 2025 Academic Year with a well-attended Convocation with the theme: *Access to Success*. This all-day event included workshops, presentations and panels that focused on our Culture of Care, Competency and General Education Assessment process, Procedural Standards for Online Courses, Compliance Training, new and exciting programs in the METCS Division, our student success-focused Progressive Retention Dashboard, Motivational Conversations for Student Success, and Navigating the Purchasing Process.

It is a pleasure to welcome new talent – faculty and staff to our ECC family.

Academics

We have partnered with RedShelf, an electronic content manager that is providing our students access to their textbooks with a unified experience across multiple devices including mobile, tablet and desktop.

We are excited about the expansion of program offerings at the West Essex campus beginning with the Fall 2024 semester.

Our three-year graduation rate is currently 21.1%, up 10.0 percentage points in the last 5 years. This is the highest graduation rate in the College's history.

Enrollment Management

Execution of our Enrollment Management Plan is fully underway. While we have a long way to go, we are seeing positive results with a return to increasing enrollment yield.

Our Fall 2024 enrollment at the Newark and West Essex Branch campuses shows promise for the future with more than 5,800 students enrolled, a 3.5% increase over the prior year. We expect this number to grow as we implement our Fall II enrollment strategy.

Dual-Enrollment

We are a leading Dual-Enrollment institution in New Jersey. This Fall semester, Montclair High School students are participating in dual enrollment through our West Essex branch campus.

Dual-Enrollment is helping our community by reducing higher education costs and increasing credentialing in our community. For the 2023 – 2024 academic year, 1,361 high school students have participated in the program yielding 131 graduates and 464 graduates over the last 5 years.

Student Support

Recognizing the challenges our students face, our Student Affairs leaders have expanded student engagement with more than 30 student clubs on campus. Additionally, our wrap-around services focusing on Mental Health, Computer Loan program, Federal Work-Study, Food Pantry, Scholarships, NJ Transit Bus Passes and Financial Aid are all seeing increased use by our students.

The President's July/August/September Engagements have included:

- June 26th – June 30th: Attended the ACBSP Conference in Miami, Florida.
- July 11th: Met with visiting students from East Orange High School at the Newark campus.
- July 12th: Superintendent Jason Bing of Maplewood/South Orange paid a courtesy visit to Dr. Boakye to discuss future joint programs.
- July 16th: Participated in the New Jersey Community College Presidents meeting.
- July 18th: The President of NJCU, Andres Acebo, Esq., visited ECC to sign a Memorandum of Understanding with Dr. Boakye establishing a structured Articulation Agreement between the two institutions.
- July 24th: Attended the induction ceremony of our 2024-2025 Student Government Association leaders.
- August 5th: Held a Fall 2024 preparatory meeting with the Dean of Academic Affairs and Division Chairs.
- August 6th: Met with the MSCHE VP Liaison, Dr. Sean McKittrick, to discuss ECC and its accreditation status as well as future commitments.
- August 6th: Met with Superintendent Damion Macioci, West Essex Regional School Districts, to discuss a pathway for HS transfers to ECC.
- August 13th: Attended the UHSTP Board meeting.
- August 14th: Attended the Business Division Faculty Development program at the West Essex campus which featured Simone Alan, CEO of McGraw Hill as the keynote speaker.
- August 26th: Held our Convocation in preparation for the 2024-2025 academic year for administrative staff, full-time and adjunct faculty.
- September 5th: Participated in the Buy Newark Virtual Supplier Showcase meeting in support of our local businesses.
- September 6th: Attended the NJCC President's Meeting at Middlesex College with the Workforce Consortium Governance Board.
- September 11th: Attended the Essex County 9/11 Memorial held by the County of Essex at Eagle Rock, West Orange.

Finances

The administration continues to monitor the finances of the College to ensure effective and efficient operations. In a recent financial monitoring report shared by OSHE, ECC was categorized as one of the higher education institutions in NJ with the least financial risk.

The President and his team have successfully worked with the leadership of the Administrative Association to complete a successor Collective Bargaining Agreement for the period covering 2024 – 2028. I appreciate the union leaders for their dedication to the success of our students and community. Similarly, I thank the Administrators who represented the College throughout the process.

Projects:

- The design phase for the proposed elevator in the Cleo Hill, Sr. Physical Education Building is underway with plans to go to bid in October.
- Concrete sidewalk renovation project is underway across the Main Campus.
- Completed the re-flooring of the Fitness Center.
- Completed Banner migration to Oracle Cloud to enhance system reliability, scalability, and overall performance.
- The Library/Learning construction project is moving at the expected pace. This project is expected to be completed by the end of the year.

Community Relations:

- In July and August, Essex County College hosted twenty-three New Jersey teenage girls in the Substances and Sexual Health (SASH) Lab at the Yale School of Public Health (YSPH). The program allowed them the opportunity to learn about public health, data science, and substance use. The program was facilitated by Dr. Ijeoma Opara, PhD, LMSW, associate professor of public health (social and behavioral sciences) and SASH Lab director.
- The program taught the students how to use participatory methods in machine learning and artificial intelligence to predict substance use disorders.
- September 11th: ECC remembered and honored the 9/11 commemoration with a special message and a moment of silence.

Other Important Information:

- The College was able to submit its Middle States Supplemental Information Report and other related document on time to stay compliance.

Save the dates – Upcoming Events.

- September 17th - Hispanic Heritage Month celebrations begin at Essex County College with an Opening Ceremony and Art Exhibition on the 2nd floor at 12 noon.
- October 17th - The 24th Annual Golf Scholarship Tournament at the Maplewood Country Club, Union.

Madam Chair, this ends my report. Thank you.

Executive Minutes



Board of Trustees
EXECUTIVE MEETING MINUTES

September 17, 2024 | 3:00 PM
Executive Conference Room - 3513 | 3rd Floor
Center for Teaching and Learning Excellence | Main Campus

In Attendance: M. Bolden; J. Grimes; A. Lewis; C. Martinez; B. Robinson; J. Wright;
A. Boakye, President; C. Soto, Counsel; D. Mejia, Board Counsel; S. Story,
Recorder

Excused: I. Cruz; L. Guyton; J. Zarra

Call to Order

The meeting was convened at 3:16 pm by the Board Chair, Trustee Bolden. She indicated that the first order of business was the committee reports.

Community Relations

Trustee Wright advised the committee met and discussed the Golf Tournament, Hall of Fame and Foundation Board. She reported an issue in the Foundation Board's admission process for new members. She felt they were holding back on the nominees. She stated that Trustee Cruz resigned and there were two board member vacancies. She thinks that the board members should consist of community people who can raise money for the foundation board. The Board Chair is currently the person who is responsible for nominating people in accordance with the Foundation bylaws. She asked about the qualifications for nominees and why the Board Chair rejected certain people. One person was rejected because they seemed to have too many obligations. The Foundation Board should have three trustees, two alumni, and one person from the student body.

Trustee Bolden suggested that the foundation board should present at a board of trustee meeting.

Site, Facilities and Equipment

Trustee Martinez reported that the committee met and received a status update on the projects that have been happening around the campus. The President conducted a PowerPoint presentation that showed before and after photos of the campus renovations.

Policy and Governance

The committee met last week and talked about new updates of the College regulations and state bills. They are preparing to review the Board Policies again. There were no actions to submit.

Personnel

Trustee Robinson reported that the committee met last week. They discussed actions 4-1 through 4-20. She and Trustee Wright expressed concern over the candidate choice for the VP position that will replace Dean Alvin Williams. They stated concern that the candidates' resume indicated that he changed jobs every two years and that he seemed like a weak candidate.

Trustee Wright expressed concern about resignations and asked the President about the resignations over the past six months. Dr. Boakye responded that the employees left for various reasons such as money, family circumstances and promotions. Trustee Bolden said to be mindful of the number of people leaving. She said that hopefully salaries can be uplifted. She said as they exit they can do a tally of the reasons why they are leaving. The President said he keeps up with HR says the people usually thanks ECC when leaving. Trustee Grimes mentioned that there were complaints of harassment but cited no specific cases. Trustee Bolden asked about HR involvement and what steps were taken. Dr. Boakye also said that several management trainings were conducted.

Trustee Bolden asked the President about the VP candidate. Dr. Boakye expressed that the College follows the policies and regulations. He said the candidates need to provide documents and references for the job application. The College conducts background checks on candidates. The President expressed that we never know a person's intent when hiring them.

Trustee Bolden asked the President why he thought the chosen VP candidate was the best choice. He responded that the candidate has extensive experience. He has been trying to work at ECC for years. He was a school dropout who got himself together. His start date will be October 14, 2024. Trustee Grimes asked if the Board of Trustees received the resumes of the candidates, and his response was yes. She asked if he was the best candidate and was concerned that he would not stay at the school if hired. Trustees Robinson and Trustee Grimes were concerned about the candidate's multiple jobs. Dr. Boakye defended the candidate's work experience and said that we all have various experiences in different schools.

Ms. Soto said she was chosen to be on the hiring committee, and she explained the process used by the hiring committees. Dr. Boakye said that we use committees to hire candidates.

Trustee Bolden asked the President if he was happy with this candidate and expressed that the Trustees did not know if the chosen candidate was a good candidate for the position. She asked if he fits the College and if he can do the job. The President said he believed the candidate fit the College and could do the job.

Trustee Lewis reviewed his resume and said he was not concerned about his background, which showed that he worked at various places. Trustee Martinez asked if one of the recommendations was from a person in a high position. Ms. Soto said that College's often do not write references for candidates. ECC, for example, does not write formal recommendations for former employees. HR just confirms employment at the College.

Trustee Bolden said they took away one VP and they wanted to ask questions about the second candidate. She said that the position was at-will. Trustees Wright and Robinson did not feel confident about keeping the candidate. Trustee Martinez wanted to know if there was a probation period for the vice president and Ms. Soto responded no.

Trustee Bolden said they tabled the other VP position because of a lack of votes. Trustee Wright suggested they use an internal candidate. She said the College should reach out and “show love” to the employees.

Trustee Bolden said we need to fill the vacancy and if the President feels he is the best candidate, then she is in support of him. Trustee Martinez asked if the VP candidate could come up and introduce themselves to the Trustees.

Educational Programs

Trustee Lewis went over the educational programs committee report.

Legal Update

Ms. Soto gave the legal update overview. She talked about compliance and the Title IX coordinator. She talked about how they engaged people during the convocation with the compliance workshop.

Ms. Soto said that there will be a live hearing on October 1st for Corbitt. She said the Board had previously given settlement approval for \$75,000 and wanted to keep it under \$75,000.

Counsel Mejia said the Trustees needed to respond to the presidency evaluations that were sent to them. Some of the Trustees did not respond.

The President and Ms. Soto had to leave the room so that the trustees could discuss the president's contract.

The trustees discussed the president's contract. Trustee Bolden said that Counsel Townes had sent a condensed list of contract terms. They agreed the contract was fair. The president's term will be for 4 years. The Board will pay for a mentor. The president's salary will be \$240,000 for his base pay. Trustee Bolden said the president had an issue with the articulation of merit bonus. He will get a housing allowance that will be raised from \$1,000 to \$1,500. There will be a contribution to his health insurance for \$2,000. Trustee Grimes mentioned that there are housing perks. Trustee Bolden mentioned that perks are good with salary. The trustees agreed to change the title of 4-6 to read the reappointment/contract renewal on the record. Trusty Martinez asked for the length of Dr. Boakye's previous term and Trustee Bolden responded that it was three years.

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Adjournment

The meeting was adjourned at 4:30 pm.