

# UNION COUNTY COLLEGE



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

## **Annual Institutional Profile FY 2020**

**September 2020**

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

**Accredited by the Middle States Commission on Higher Education**

## Preface

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


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

The demographic composition of the College's student population and its workforce has changed significantly over time. In Fall 2019, three-quarters (75%) of enrolled students were racial/ethnic minorities. The US Department of Education has designated the College as a Hispanic-Serving Institution based upon the College's Hispanic student enrollment.

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

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

Thank you for your interest in Union and our Institutional Profile for fiscal year 2020.



Dr. Margaret M. McMenemy  
President, Union County College

## Table of Contents

<b>A. Accreditation Status</b>	<b>1</b>
1. Institutional Accreditation	
2. Professional Accreditation	
<b>B. Number of Students Served</b>	<b>2</b>
1. Number of Undergraduate Students by Attendance Status, Fall 2019	
2. Number of Graduate Students by Attendance Status, Fall 2019 (N/A)	
3. Number of Non-Credit Students Served, FY 2019	
4. Unduplicated Number of Students Enrolled, FY 2019	
<b>C. Characteristics of Undergraduate Students</b>	<b>3</b>
1. Mean Mathematics, Reading, and Writing SAT Scores, Fall 2019 (N/A)	
2. Enrollment in Remediation Courses by Subject Area, Fall 2019	
3. Characteristics of Students by Race/Ethnicity, Gender and Age, Fall 2019	
4. Number of Students Receiving Financial Assistance Under Each Federal-, State- & Institution-Funded Aid Program, FY 2019	
5. Percent of Degree- & Certificate-Seeking Students who are NJ Residents, Fall 2019	
<b>D. Student Outcomes -- Graduation, Retention and Transfer</b>	<b>8</b>
1. Graduation and Transfer Rates	
2. Third Semester Retention Rate	
<b>E. Faculty Characteristics</b>	<b>10</b>
1. Full-time Faculty by Race/Ethnicity, Gender and Tenure, Fall 2019	
2. Percentage of Course Sections Taught by Full-time Faculty, Fall 2019	
3. Ratio of Full- to Part-time Faculty, Fall 2019	
<b>F. Characteristics of the Trustees and Governors</b>	<b>12</b>
1. Characteristics of the Trustees/Governors by Race/Ethnicity and Gender	
2. List of the Trustees/Governors with Titles and Affiliations	
3. URL of the Webpages with Information on Trustees/Governors	
<b>G. Profile of the Institution</b>	<b>15</b>
1. Degree and Certificate Programs, FY 2020	
2. Continuing Education, FY 2020	
<b>H. Research and Public Service Activities</b>	<b>21</b>
<b>I. Major Capital Projects Underway</b>	<b>27</b>

## A. Accreditation Status

### 1. INSTITUTIONAL ACCREDITATION

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

### 2. PROFESSIONAL ACCREDITATION

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

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

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

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

The **PARALEGAL STUDIES** (AS, CTA) programs are approved by the Standing Committee on Paralegals of the American Bar Association (ABA).

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

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

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

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

## B. Number of Students Served

### 1. NUMBER OF UNDERGRADUATE STUDENTS BY ATTENDANCE STATUS, FALL 2019:

Attendance	Headcount	Percent of Total
Full-time	4,226	46.0%
Part-time	4,955	54.0%
Total	9,181	100%

Source: IPEDS Fall Enrollment Survey, 2019 (Census)

Union County College enrolled 9,181 degree and non-degree students in the Fall 2019 semester. Over forty percent (46%) enrolled on a full-time basis (12 or more credits) and more than half (54%) enrolled on a part-time basis (less than 12 credits).

### 2. NUMBER OF GRADUATE STUDENTS BY ATTENDANCE STATUS, FALL 2019: N/A

### 3. NUMBER OF NON-CREDIT STUDENTS SERVED, FY 2019:

Program Type	Number of Registrations	Unduplicated Registrations	Clock Hours <sup>1</sup>	FTE <sup>2</sup>
Open Enrollment	4,294	2,159	124,317	276
Customized Training	2,169	--	24,052	53

<sup>1</sup> Includes all registrations in any course that started on July 1, 2018 through June 30, 2019.

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

Source: SURE Non-credit Open Enrollment file and NJ IPEDS Form #31, Customized Training, FY2019.

A total of 2,159 students enrolled in non-credit continuing education courses during 2018-19 fiscal year (FY2019). These students enrolled in 4,294 non-credit courses and completed 124,317 clock hours of instruction, representing 276 full-time equivalent students. In addition, the College provided customized training packages to 53 business clients resulting in 2,169 registrations completing 24,052 clock hours, which represents 53 full-time equivalent students.

### 4. UNDUPLICATED NUMBER OF STUDENTS ENROLLED, FY 2019:

Unduplicated Headcount	Credit Hours	FTE <sup>1</sup>
13,018	205,433	6,848

Source: IPEDS 12-Month Enrollment Survey, FY2019; <sup>1</sup> FTE is computed by dividing credit hours by 30.

A total of 13,018 students enrolled in credit-bearing classes at Union County College between July 1, 2018 and June 30, 2019. These students completed a total of 205,433 credit hours, which represents 6,848 full-time equivalent students.

## C. Characteristics of Undergraduate Students

1. MEAN MATHEMATICS, READING AND WRITING SAT SCORES, FALL 2019 (SENIOR PUBLIC INSTITUTIONS): N/A

2. ENROLLMENT IN REMEDIATION COURSES BY SUBJECT AREA, FALL 2019:

### STUDENTS ENROLLED IN AT LEAST ONE REMEDIAL COURSE

Enrollment	Number enrolled in one or more remedial courses	Percent of Total
9,181	969	10.6%

Source: SURE Fall Enrollment File, 2019 (Census)

Of the 9,181 degree- and non-degree-seeking students enrolled in credit-bearing classes in the Fall 2019 semester, 10.6% enrolled in one or more remedial courses.

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

Enrollment	Number enrolled in one or more remedial courses	Percent of Total
1,438	534	37.1%

Source: SURE Fall Enrollment File, 2019 (Census)

A total of 1,438 first-time, full-time degree- and certificate-seeking students enrolled in credit-bearing classes in the Fall 2019 semester, with more than three in ten (37.1%) enrolled in one or more remedial courses.

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

Subject Area	Number Enrolled	Percent Enrolled
Computation	0	0.0%
Algebra	240	16.7%
Reading	50	3.5%
Writing	103	7.2%
English	323	22.5%

Source: SURE Fall Enrollment File, 2019 (Census)

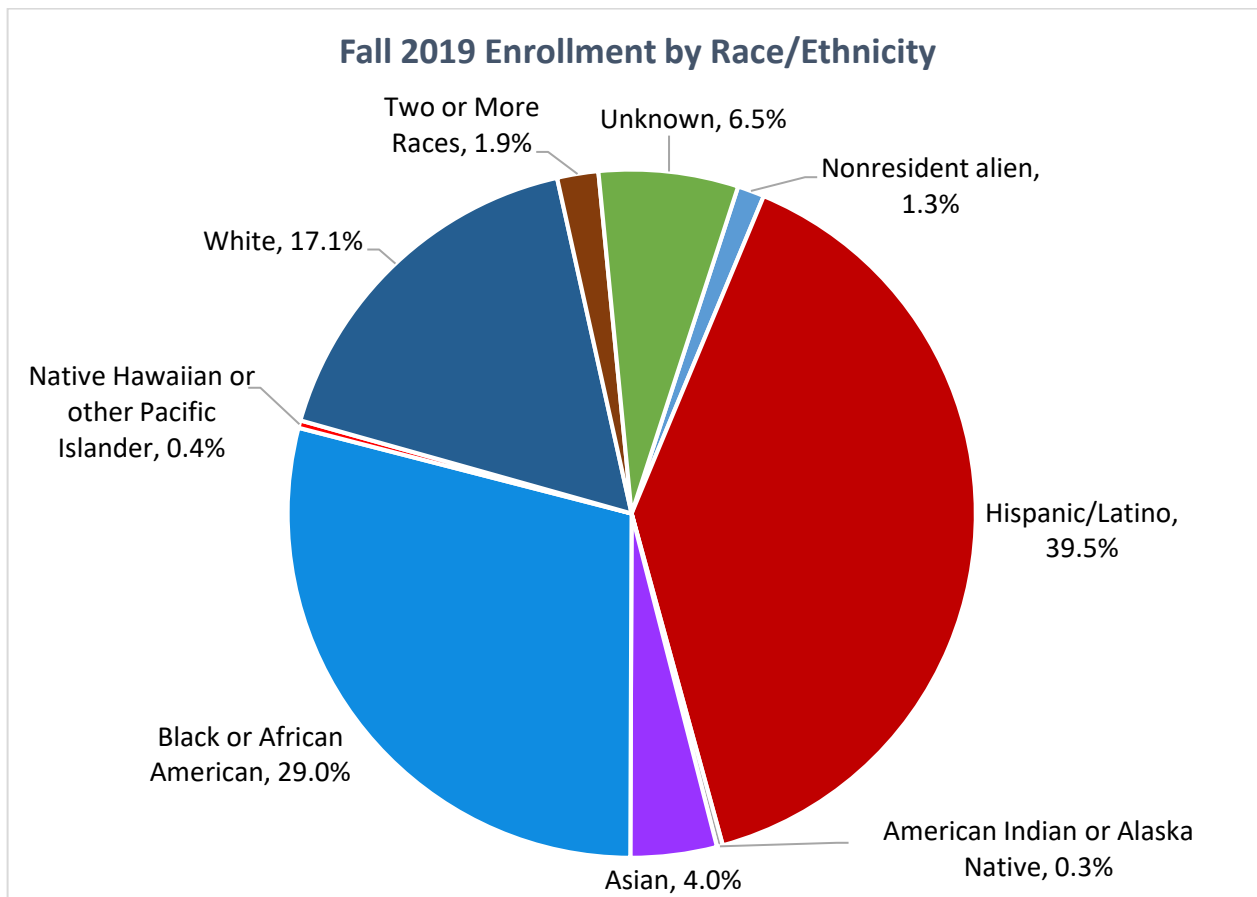
Among first-time, full-time, degree- and certificate-seeking students in the Fall 2019 semester, 16.7% enrolled in remedial algebra, 3.5% enrolled in remedial reading, 7.2% enrolled in remedial writing, and 22.5% enrolled in remedial English (a combination of reading and writing remediation or language arts). The College no longer offers a remedial computation course.

3. CHARACTERISTICS OF STUDENTS BY RACE / ETHNICITY, GENDER AND AGE, FALL 2019:

Race/Ethnicity	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Nonresident alien	100	2.4%	17	0.3%	117	1.3%
Hispanic/Latino	1,800	42.6%	1,823	36.8%	3,623	39.5%
American Indian or Alaska Native	11	0.3%	15	0.3%	26	0.3%
Asian	132	3.1%	239	4.8%	371	4.0%
Black or African American	1,188	28.1%	1,470	29.7%	2,658	29.0%
Native Hawaiian or other Pacific Islander	9	0.2%	24	0.5%	33	0.4%
White	662	15.7%	912	18.4%	1,574	17.1%
Two or More Races	92	2.2%	86	1.7%	178	1.9%
Unknown	232	5.5%	369	7.4%	601	6.5%
<b>Total</b>	<b>4,226</b>	<b>100%</b>	<b>4,955</b>	<b>100%</b>	<b>9,181</b>	<b>100%</b>

Source: IPEDS Fall Enrollment Survey, 2019

A total of 9,181 degree- and non-degree-seeking students enrolled at Union County College during the Fall 2019 semester. Nearly forty percent (39.5%) of the student body identified as Hispanic/Latino, representing the largest racial/ethnic group at the College. The second largest racial/ethnic group at the College is represented by Black or African American students (29.0%) followed by White students (17.1%).



**STUDENTS ENROLLED BY GENDER AND ENROLLMENT STATUS, FALL 2019**

Gender	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Male	1,889	44.7%	1,575	31.8%	3,464	37.7%
Female	2,337	55.3%	3,380	68.2%	5,717	62.3%
Total	4,226	100%	4,955	100%	9,181	100%

Source: IPEDS Fall Enrollment Survey, 2019 (Census)

Female students represented over sixty percent (62.3%) of the total student body and more than half (55.3%) of the full-time enrollment. Nearly forty percent (37.7%) of the total student body was male, with more male students attending Union on a full-time basis than on a part-time basis.

**STUDENTS ENROLLED BY AGE GROUP AND ENROLLMENT STATUS, FALL 2019**

Age Group	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Less than 18	13	0.3%	94	1.9%	107	1.2%
18-19	1,689	40.0%	407	8.2%	2096	22.8%
20-21	1,098	26.0%	760	15.3%	1858	20.2%
22-24	546	12.9%	896	18.1%	1442	15.7%
25-29	397	9.4%	1,029	20.8%	1426	15.5%
30-34	197	4.7%	641	12.9%	838	9.1%
35-39	105	2.5%	443	8.9%	548	6.0%
40-49	127	3.0%	477	9.6%	604	6.6%
50-64	49	1.2%	191	3.9%	240	2.6%
65+	5	0.1%	17	0.3%	22	0.2%
Unknown	0	0.0%	0	0.0%	0	0.0%
Total	4,226	100%	4,955	100%	9,181	100%

Source: IPEDS Fall Enrollment Survey, 2019

Over three-quarters (75.5%) of the degree- and non-degree-seeking students at Union County College are under thirty years old. The two largest groups of full-time students are between 18-19 years old (40.0%) and 20-21 years old (26.0%). Part-time students are more likely to be a bit older with slightly under forty percent (38.8%) falling between 22 and 29 years old.



**4. NUMBER OF STUDENTS RECEIVING FINANCIAL ASSISTANCE UNDER EACH FEDERAL-, STATE- AND INSTITUTION-FUNDED AID PROGRAM, FY 2019:**

<b>FEDERAL AID, 2018-19</b>	<b>Recipients</b>	<b>Amount (Rounded)</b>	<b>Avg. Per Recipient (Rounded)</b>
Pell Grants	4,977	\$ 18,309,000	\$ 3,679
College Work Study	186	528,000	2,839
Perkins Loans	0	0	-
SEOG	1,716	385,000	224
PLUS Loans	27	143,000	5,296
Stafford Loans (Subsidized)	1,140	3,254,000	2,854
Stafford Loans (Unsubsidized)	1,291	4,720,000	3,656
Smart and ACG or other	0	0	-
<b>STATE AID, 2018-19</b>	<b>Recipients</b>	<b>Amount (Rounded)</b>	<b>Avg. Per Recipient (Rounded)</b>
Tuition Aid Grant	1,679	2,721,000	1,621
Educational Opportunity Fund	215	215,000	1,000
Outstanding Scholars	3	3,000	1,000
Distinguished Scholars	0	0	-
Urban Scholars	0	0	-
NJ Stars	90	304,000	3,378
Community College Opportunity Grant	641	666,000	1,039
NJ Class Loan	11	60,000	5,455
<b>INSTITUTIONAL AID, 2018-19</b>	<b>Recipients</b>	<b>Amount (Rounded)</b>	<b>Avg. Per Recipient (Rounded)</b>
Scholarships and Grants	799	\$ 1,244,000	\$ 1,557.
Institutional Loans	0	0	0

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

Pell Grants represented the largest federal grant awarded to Union College students with 4,977 recipients and an average award of \$3,679 per student, Supplemental Educational Opportunity Grants (SEOG) were awarded to 1,716 students with an average award of \$224 per student, and 186 students participated in the College Work Study program. A total of 27 students received a PLUS loan, averaging \$5,296 per student, 1,140 students received subsidized Stafford loans, with an average loan of \$2,854; and 1,291 students received an unsubsidized Stafford loan, with an average loan amount of \$3,656.

Of the state-funded financial aid programs 1,679 students received a Tuition Aid Grant (TAG), with an average award of \$1,621, accounting for the largest state grant awarded to Union County College students. A total of 215 students received support from the Educational Opportunity Fund (EOF) with an average award of \$1,000. Three students were named Outstanding Scholars with an average scholarship of \$1,000. Ninety students received the NJ Stars scholarship, with an average award of \$3,378. A total of 641 students received funding from the Community College Opportunity Grant, averaging \$1,039. Eleven students received a NJ Class loan, which averaged \$5,455 per student.

At the institutional level 799 Union County College students were awarded grants or scholarships, with an average award of \$1,557 per recipient.

**5. PERCENTAGE OF DEGREE- AND CERTIFICATE-SEEKING STUDENTS WHO ARE NEW JERSEY RESIDENTS, FALL 2019:**

First-time Degree Seeking Students	New Jersey Residents	Out of State Residents	Percent of New Jersey Residents
1,835	1,829	6	99.7%

Source: IPEDS Fall Enrollment Survey, 2019

Nearly all (99.7%) first-time, degree- and certificate-seeking students enrolled at Union County College during the Fall 2019 semester reside in the State of New Jersey. This figure includes first-time, full-time and first-time, part-time degree- and certificate-seeking students.

Degree- and Non-Degree Seeking Students	New Jersey Residents	Out of State Residents	Percent of New Jersey Residents
9,181	8,975	206	97.8%

Source: IPEDS Fall Enrollment Survey, 2019

The majority (97.8%) of all degree- and certificate-seeking and non-degree-seeking students enrolled at Union County College during the Fall 2019 semester reside in the State of New Jersey. More than eighty percent (85.5%) of the students are residents of Union County.

County	Fall 2019	Percent of Total
Union	7,854	85.5%
Essex	468	5.1%
Middlesex	315	3.4%
Hudson	108	1.2%
Somerset	67	0.7%
Morris	31	0.3%
Monmouth	30	0.3%
Bergen	28	0.3%
Passaic	28	0.3%
Ocean	18	0.2%
Hunterdon	9	0.1%
Warren	5	0.1%
Burlington	4	0.0%
Mercer	3	0.0%
Sussex	3	0.0%
Camden	2	0.0%
Atlantic	1	0.0%
Gloucester	1	0.0%
Cape May	0	0.0%
Cumberland	0	0.0%
Salem	0	0.0%
Outside NJ	206	2.2%
Grand Total	9,181	100%

## D. Student Outcomes – Graduation, Retention and Transfer

### 1. GRADUATION AND TRANSFER RATES

#### TWO-YEAR GRADUATION RATE OF THE FALL 2016 FIRST-TIME, FULL-TIME COHORT

First-time, Full-time Cohort	Number in Cohort	Graduated within two years	Percent of Total
Fall 2016	1,362	194	14.2%

Source: IPEDS Graduation Rate Survey, 2019-20

#### THREE-YEAR GRADUATION RATE BY RACE/ETHNICITY OF THE FALL 2016 FIRST-TIME, FULL-TIME COHORT

Race/Ethnicity	Fall 2016 Cohort	Graduate within 150%	Percent of cohort within Race/Ethnicity
Nonresident alien	18	10	55.6%
Hispanic/Latino	536	174	32.5%
American Indian or Alaska Native	3	2	66.7%
Asian	44	18	40.9%
Black or African American	352	91	25.9%
Native Hawaiian or other Pacific Islander	3	0	0.0%
White	213	80	37.6%
Two or More Races	18	3	16.7%
Unknown	175	72	41.1%
Total	1,362	450	33.0%

Source: IPEDS Graduation Rate Survey, 2019-20; Graduation rates are through August 31, 2019.

#### TRANSFER-OUT RATE BY RACE/ETHNICITY OF THE FALL 2016 FIRST-TIME, FULL-TIME COHORT

Race/Ethnicity	Fall 2016 Cohort	Transfer within 150%	Percent of cohort within Race/Ethnicity
Nonresident alien	18	0	0.0%
Hispanic/Latino	536	48	9.0%
American Indian or Alaska Native	3	0	0.0%
Asian	44	6	13.6%
Black or African American	352	46	13.1%
Native Hawaiian or other Pacific Islander	3	1	33.3%
White	213	19	8.9%
Two or More Races	18	1	56%
Unknown	175	19	10.9%
Total	1,362	140	10.3%

Source: IPEDS Graduation Rate Survey, 2019-20; Graduation rates are through August 31, 2019.

Union County College enrolled 1,362 first-time, full-time certificate- or degree-seeking students in the Fall semester of 2016. From this cohort of first-time, full-time students, a total of 450 students graduated within 150% of normal time to completion. This calculation is used to determine the College’s graduation rate (33.0%).

A total of 140 students transferred to another college or university within 150% of normal time to completion. This calculation is used to determine the College’s transfer-out rate (10.3%).

A student who continues studies beyond 150% of normal time to completion is known as a persister. From this same cohort, a total of 205 students continued their studies at Union in the subsequent semester, Fall 2019 (15.1%).

**2. THIRD SEMESTER RETENTION RATE**

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

<b>FULL-TIME</b>		
Fall 2018 First-time, Full-time Undergraduates	Retained in Fall 2019	Fall 2019 Retention Rate
1,442	985	68.3%

Source: IPEDS Fall Enrollment Survey, 2019 (Part E)

In the Fall 2018 semester, Union County College enrolled 1,442 first-time, full-time degree- and certificate-seeking students. A total of 985 students were retained in the Fall 2019 semester, representing 68.3% of the first-time, full-time cohort.

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

<b>PART-TIME</b>		
Fall 2018 First-time, Part-time Undergraduates	Retained in Fall 2019	Fall 2019 Retention Rate
424	200	47.2%

Source: IPEDS Fall Enrollment Survey, 2019 (Part E)

The College enrolled 424 first-time, part-time degree- and certificate seeking students in Fall 2018. A total of 200 students were retained in the Fall 2019 semester, representing 47.2% of the first-time, part-time cohort.

**E. Faculty Characteristics**

**1. FULL-TIME FACULTY BY RACE/ETHNICITY, GENDER AND TENURE STATUS, FALL 2019:**

Tenured	Professor		Associate Professor		Assistant Professor		All Others		Total	
	M	W	M	W	M	W	M	W	M	W
Race/Ethnicity										
Nonresident alien										
Hispanic/Latino	2			1	2	1			4	2
American Indian or Alaska Native										
Asian	4	3	1	2	2	2			7	7
Black or African American	3	3	2	2		4			5	9
Native Hawaiian or other Pacific Islander										
White	11	17	9	20	4	7			24	44
Two or More Races										
Unknown										
<b>Total Tenured (n=102)</b>	<b>20</b>	<b>23</b>	<b>12</b>	<b>25</b>	<b>8</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>40</b>	<b>62</b>

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

M=MEN, W=WOMEN

Source: IPEDS Human Resources Survey, 2019-20

All of Union County College’s full-time faculty hold tenure, with women representing more than sixty percent (60.8%) of all full-time faculty.

In addition, the College employed 492 part-time instructional staff, of whom 254 (51.6%) were men and 238 (48.4%) were women.

**2. PERCENTAGE OF COURSE SECTIONS TAUGHT BY FULL-TIME FACULTY, FALL 2019:**

Number of Course Sections	Taught by Full-time Faculty		Taught by Part-time Faculty		Taught by Others	
	N	%	N	%	N	%
1,303	442	33.9%	806	61.9%	55	4.2%

Note: Count includes instructional staff that are not on the college's payroll (joint & cooperative programs) and full-time administrators teaching on a part-time basis. Source: TIC Report, Fall 2019

During the Fall 2019 semester, slightly more than one-third (33.9%) of course sections were taught by full-time faculty. Course sections taught by part-time faculty accounted for six in ten (61.9%) of the total number of sections offered. Slightly more than four percent (4.2%) of course sections were taught by others who are full-time administrators teaching on a part-time basis.

**3. RATIO OF FULL- TO PART-TIME FACULTY, FALL 2019:**

Full-time Faculty		Part-time Instructional Staff		Total	
N	%	N	%	N	%
102	17.2%	492	82.8%	594	100%

Note: Count **does not** include instructional staff that are not on the college's payroll (joint & cooperative programs) or full-time administrators teaching on a part-time basis. Source: IPEDS Human Resources Survey, 2019-20

Of the 594 instructional staff who taught courses in the Fall 2019 semester, 102 (17.2%) were full-time and 492 (82.8%) were part-time.

## F. Characteristics of the Trustees and Governors

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

Gender	Hispanic/ Latino	American Indian/ Alaska Native	Asian	Black/ African- American	Native Hawaiian/ Pac. Island	White	Two or More	Total
Male	3	-	-	-	-	7	-	10
Female	1	-	-	-	-	1	-	2
Total	4	-	-	-	-	8	-	12

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

Mr. Victor M. Richel, Chairperson

President and CEO, Richel Family Foundation

Mr. Rafael J. Betancourt, Esq., Vice Chairperson

Attorney & Partner, Triarsi, Betancourt, Wukovits & Dugan

Mr. Lawrence D. Bashe

Managing Director (Retired), Raymond James & Associates, Inc.

Mr. George A. Castro, II

President and CEO, Atlantic Real Estate Pros, Inc.

Brig. Gen. Edward J. Chrystal, Jr.

Brigadier General, New Jersey Army National Guard

Mr. Daniel J. Connolly, CPA

Managing Director, Connolly & Co., P.C.

Mr. Nick Fixmer

Owner, Paragon Strategies, LLC; Partner, Parktowne Associates, LLC

Mr. Miguel A. Merino

President, Fresh & Clean Painting, LLC

Mr. Daryl Palmieri

Interim Executive County Superintendent, New Jersey Department of Education

Dr. Kamran Tasharofi, MD

President and Medical Director, Union County Healthcare and MD Urgent Care Center

Ms. Mary M. Zimmermann

Civic Leader

Ms. Kaitlyn Veliz

Student Representative, Union County College Alumna

#### Ex-Officio

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

#### Legal Counsel

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

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

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

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

Ms. Mary M. Zimmermann, Chairperson

Civic Leader

Mr. Lawrence D. Bashe, Vice Chairperson

Managing Director (Retired), Raymond James & Associates, Inc.

Ms. Melinda Ayala

President, Union County College Alumni Association

Ms. Nancy J. Benz

Licensed Professional Counselor, Private Practice

Mr. Rafael J. Betancourt, Esq.

Attorney & Partner, Triarsi, Betancourt, Wukovits & Dugan

Ms. Tamecka M. Dixon

Owner, Avis Car Rental, Westfield, NJ

Former Professional Basketball Player, WNBA

Mr. Ryan J. Greco

Chief of Police, Cranford Police Department

Mr. Stephen F. Hehl, Esq.

Attorney at Law, Hehl & Hehl, P.C.

Ms. Donna M. Herran

Vice President (Retired) ILEU, Exxon/Infineum

Alumni Association Representative, Union County College

Mr. Harvey R. Hirschfeld

President and Director, Plaintiff Funding Holding Inc. (DBA "LawCash")

Mr. Edward J. Hobbie, Esq.

Attorney at Law, Hobbie & Hobbie, L.L.C.

Mr. Gary S. Horan, FACHE

President and CEO, Trinitas Health and Regional Medical Center



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

Mr. Jeffrey H. Katz, Esq.

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

Mr. Richard J. Malcolm

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

Mr. J. Anthony Manger

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

Mr. Carl J. Napor

Retired, Napor Graf Marketing Group

Mr. Francis Raudelunas

Manager, Ingredimax

Mr. Victor M. Richel

President and CEO, Richel Family Foundation

Mr. Gordon L. Vickers

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

Mr. Allan L. Weisberg

Vice President (Retired), Johnson & Johnson

Mr. Hugh C. Welsh

President, General Counsel, and Secretary, DSM North America

Ex-Officio

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

---

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

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

## **G. Profile of the Institution**

### **1. DEGREE AND CERTIFICATE PROGRAMS, FY 2020**

#### **ASSOCIATE IN ARTS**

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

#### **ASSOCIATE IN SCIENCE**

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

**ASSOCIATE IN SCIENCE** (continued)

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

**ASSOCIATE IN APPLIED SCIENCE**

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

**CERTIFICATE**

- American Sign Language and Deaf Studies
- Audio Production
- Criminal Justice
- Emergency Medical Studies
- Interpreting Spoken Language
- Liberal Studies
- Photovoltaic (PV)
- Practical Nursing
- Remote Pilot and Drone Application

### **CERTIFICATE OF ACHIEVEMENT**

- CAD–CAM
- Educational Interpreter Program (EIP)
- Emergency Medical Studies
- Homeland Security
- Office Professional
- Paralegal Studies
- Supply Chain Management

## **2. CONTINUING EDUCATION, FY 2020**

### **PROFESSIONAL DEVELOPMENT**

#### **BUSINESS AND MANAGEMENT**

- Accounting 101
- Accounting Technician
- Administrative Assistant
- Administrative Professional (PACE Certification)
- Bookkeeping
- Business and Professional Writing
- Diversity and Inclusion Training
- Human Resource Management
- Introduction to Grant Writing
- Introduction to Quickbooks Accounting
- Intermediate Quickbooks Accounting
- PMP Examination Preparation
- Real Estate

#### **CHILDCARE**

- Child Development Associate Certification (CDA)

#### **CONSTRUCTION**

- Uniform Construction Code

#### **CURSOS EN ESPAÑOL**

- Cuidado de Niños
- GED (preparación)
- Programas de Computadora

### **CYBERFORENSICS**

- Introduction to Cyberforensics
- Linux Fundamentals
- Digital Forensics Essentials
- Principles of Cyber Security

### **EDUCATION**

- NPTNJ Alternate Route Teacher Preparation
- Introduction to Teaching: 50-Hour Pre-Service
- Online Teaching Certification

### **ENGLISH AS A SECOND LANGUAGE (ESL)**

### **FACILITY MANAGEMENT**

- IFMA's Facility Management Professional (FMP) Credential

### **FITNESS CAREERS**

- Functional Flexibility
- Nutrition Concepts for Success
- Nutrition Specialist Certification
- Personal Trainer National Certification

### **HEALTHCARE CAREERS**

- CPR First Aid, and AED Certification Courses
- EKG Technician
- Emergency Medical Technician-Basic
- Introduction to Cannabis in New Jersey
- Medical Billing and Coding Professional
- Medical Billing Specialist
- Medical Marijuana
- Patient Care Technician
- Pharmacy Technician
- Phlebotomy Technician

### **INFORMATION TECHNOLOGY AND COMPUTER TRAINING**

- A+ Hardware (Essentials) Certificate
- Cisco Networking
- CompTIA Network+
- Computerized Office Skills Certificate Program
- Introduction to Application Development with SWIFT
- Microsoft Office Software
- Social Media Marketing for Business

### **LEADERSHIP TRAINING**

- Basic Training Level
- Supervisory Level
- Emerging Leadership Academy

### **TEST PREPARATION**

- GED Preparation Courses

### **TRANSPORTATION, LOGISTICS AND DISTRIBUTION**

- Introduction to Logistics
- Inventory Management
- Supply Chain Management and Procurement
- Supply Chain Management Principles
- CIFFA Certified Freight Forwarder Program

### **LEISURE AND PERSONAL DEVELOPMENT**

- Art
- College Novel: Literary Review
- Fiction Writers' Workshop
- Fitness
- Foreign Language
- Interior Design
- Power Civics
- Reiki Certification
- Special Interest
- Yoga

### **MARKETING**

- E-Commerce for Business
- Instagram Marketing Techniques
- SEO and Email Marketing

### **SENIOR SCHOLARS PROGRAM**

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

**YOUTH PROGRAMS (Ages 11-13; 14-17)**

- Algebra Review
- JavaScript Developer Jam (Black Rocket)
- Python Programmers (Black Rocket)
- YouTube Content Creators (Black Rocket)
- Middle School Math Review
- SAT Test Prep
- Writing

**INDUSTRY-BUSINESS INSTITUTE**

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

**Center for Economic and Workforce Development**

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

## H. Research and Public Service Activities

**Professor Patricia Adams** served as a volunteer at Christine's Kitchen at Notre Dame Church.

Academic Specialist **Hadieh Afshani** presented her Solo Exhibition, "Living, Moving, Being, Sequence," at the Crossing Art Gallery in Chelsea in December 2019, which garnered distinction from the Hyperallergic.com review of artworks.

**Dr. Mandana Ahsani** presented at the professional development session on "Collecting Assessment Data in Canvas."

Academic Specialist **Maria Aladren** served as the director of "Distance," an NJIT/Rutgers combined theatre program in April 2020. She also presented at the "Forum Theatre in Gender Dynamics" workshop at the Center for Women in Technology at NJIT in October 2019, performed in "TrueSelves: A Play on Gender" by coLAB Arts in July 2019, and presented "Anonymous Digital Collective Creation in Closed Pedagogical Groups" at the New Jersey College English Association.

**Dr. Len Anyanwu** authored various op-eds for The African Council on Global Affairs. He also served as chairman of the board at Imo State Think-Thank, was a board member for the Obowu University Foundation, and was an advisory consultant for Quality Matters (QM), a national Inter-Institutional Quality Assurance Organization in Online Learning.

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

**Dr. Carol Biederstadt** published "George Orwell and the Millennial Whoop? The Enduring Significance of the Music of Nineteen Eighty-Four" in *George Orwell Studies*, 2019 as well as several articles on The Orwell Society webpage.

**Ms. Elsa Bruguier** served as a mentor in the Job Shadowing program for MLIS students interested in academic library careers.

**Ms. Nancy Burke's** book review, "Why You Should Read *Swirl Girl the Coming of Race in the USA* by TaRessa Stovall" was published by Girl Talk HQ on June 16, 2020.

**Dr. Nicole Cippoletti** and Dr. Elizabeth Cooner launched the College's chapter of the American Association for Women in Community Colleges (AAWCC).

**Professor Michele Cislo** served as a COVID-19 testing center volunteer at Kean University, an RN representative to the Mental Health Board of Union County and a member of the county's Medical Corps.



**Dr. Elizabeth Cooner** and Dr. Nicole Cippoletti presented “Leadership Strategies that Facilitate Change and Overcome Resistance” at the October 2019 conference of the AAWCC.

**Professor Pedro X. Cosme** developed and presented an LGBTQ workshop at Union County College. He served as a member of the New Hope Historical Society and was honored with a Certificate of Recognition from the Consul of El Salvador.

**Professor Carl Cutitta** served as the College’s Film Club advisor.

**Dean William E. Dunscombe** served as second Vice President of the New Providence Lions Club and as a member of the New Providence Board of Adjustment.

**Professor Jennifer Ebert** was a research and technical advisor for a team of Union County College engineering students who submitted a proposal for a prototype of a Lunar Core Drill to participate in NASA’s 2020 Micro-G NExT Challenge Artemis Program. Videos of the tests can be found on YouTube.

Academic Specialist **Nancy Friedrich** is currently involved in the LPN workforce study with the New Jersey Collaborating Center for Nursing and Rutgers University. The purpose of this mixed method study is to examine the current LPN role in NJ from the employee and employer perspective and determine if LPNs are working in accordance with their scope of practice.

**Professor Nicholas Gilbert** served as head coach for a team of Union County College engineering students who submitted a proposal for a prototype of a Lunar Core Drill to participate in NASA’s 2020 Micro-G NExT. Videos of the tests can be found on YouTube.

**Dr. Patricia Green-Douglas** earned her Doctor of Business Administration (DBA) in Accounting from Capella University. Her dissertation was “Accounting Information Systems used by Small Business Owners to Support Forecasting Profitability.”

**Professor Sherry Heidary** served as the Union County College Foundation Trustee Commissioner for the Union County Commission on the Status of Women. She also served as a Board Member of the Union County YWCA and as a volunteer at Hillside Food Bank.

**Professor George Hildrew** curated the faculty and staff art show at the Tomasulo Gallery, Union County College in February 2020.

**Dr. Lisa R Hiscano** served as a board member of the YWCA of Eastern Union County and as Vice Chairperson of the Board of Directors for the Greater Elizabeth Chamber of Commerce.

**Dr. Mary Ho** presented AMP UP data at CAPR in NYC. Also, she worked with college students on various studies: “Evaluating GAPDH as a Potential Biomarker for Tomato,” (with Dr. Vega-Cotto), “Potential Inhibition of SARS-CoV-2 Spike Protein and hACE2 Interaction,” “In silico docking study of curcumin and ribavirin on room temperature and frozen crystal structures of SARS-CoV-2 Main Protease (Mpro),” and “Molecular Docking of Remdesivir, Ribavirin, Zidovudine, Beclabuvir, & Hydroxychloroquine on RNA-dependent RNA Polymerase of SARS-CoV-2.” Dr. Ho also participated in NSF CC BiInsites: Community College Biology Instructor Network to Support Inquiry into Teaching and Education Scholarship; Research with NYU and Kingsboro College – Factors Affecting Course Choice and Performance in Non-Major Science Courses (with Dr. McCoy-Simandle).

**Dr. Valerae Hurley** served Thanksgiving Meals on Wheels at Epiphany Church.

**Dr. Gina Kabak** served as a volunteer at Lakeview School.

**Professor JoAnn Kennedy** volunteered at St. Hubert’s Animal Welfare Center.

**Dr. Sara Lacagnino** volunteered for the Conference House Association and for Girls on the Run NJ East.

**Dr. Denise Lagos** served as advisor and editor of The Foreign Student Voice and reviewed books for Models for Writers, 13th Edition. She served as a volunteer for the Leukemia and Lymphoma Society, served as a Judge for Saint George’s Oratorical Festival in Clifton and as a judge for the Mr. and Miss GOYA (Greek Organization Youth of America) pageant.

**Dr. Rama Lohani-Chase** received the Dr. Richard F. and Barbara Neblett Prize for Educational Excellence in Teaching and Learning at Union County College in May 2020. She also received the Distinguished Advisor Team Award from the Middle States PTK Regional Convention.

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

**Dr. Kevin Majewski** served on Montana State University’s Alumni Advisory Steering Committee and as a reviewer for the AASA Journal of Scholarship and Practice.

**Professor Toby Marx** served on the Union County Division on Aging, chosen by Union County Freeholders.

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

**Dr. Margaret M. McMenam** served as Chair of the Middle States Commission on Higher Education. She also served as a member of the executive committee of the New Jersey Presidents' Council, Chair of the Presidents Academy Executive Committee of the American Association of Community Colleges, a member of the International Commission for the Hispanic Association of Colleges and Universities, a member of the National Junior College Athletic Association Executive Committee, a member of the Trinitas Hospital Board, a member of the Union County Performing Arts Center Board, a member of the Union County Crime Stoppers Board, a member of the Elizabeth Development Company Board, a member of the Union County Workforce Development Board, a member of the Montgomery Academy Board, and a member of the NJTV Community Advisory Board.

**Dr. Mary Meeks** served as an advisor for the Catholic Student Organization and for the Christian Fellowship Club.

**Professor Anthony Nicoli** was a curator for the faculty and staff art show at the Tomasulo Gallery, Union County College in February 2020.

**Dr. Christiana Nwachukwu** published a study entitled, "Flipped classrooms: A best practice approach for effective global education and training" in the Journal of Nursing Care 2016, 5:3(Suppl): Open access. She has made presentations on "Soft Skills for Professional Practice" for Imo State Nigeria Health Mission, "Domestic Violence Prevention Strategic Pathways," and "Intimate Partner Violence in Nigerian-Americans: A Unique Exploration of Cultural Maladjustment." She served as chairperson for the Nigerian Nurses Association, NJ Chapter, Health Mission Team to Imo State, Nigeria, and as President of the NJ chapter of Nigerian Nurses Association in North America.

**Dr. Thomas Ombrello** served as a panelist at the premier showing of the documentary "Under the Great Oak." He also wrote the application to the Morton Arboretum for Fairview Cemetery to successfully become a nationally certified Arbnet Level I Arboretum. He became an active member of the New Jersey Forest Service's: NJ Heritage Tree Conservation and Education Program's Big Tree Initiative Committee. He participated in research with NJDEP's Division of Fish and Wildlife, participating in field work research collecting data from free-ranging Black Bears in northern NJ, which contributes to Black Bear population estimates and management decisions by the State.

**Dr. Phillip Papas** gave a lecture entitled "Renegade Revolutionary: The Life of General Charles Lee" for the American Revolution Round Table of South Jersey in Burlington, New Jersey.

**Dr. Mensah Peterson** earned his Doctor of Education (Ed.D.) in Educational Leadership from Rowan University. His dissertation was "Organizational factors that contribute to the persistence of two-year transfer athletes at Division I four-year institutions: A multiple case study."

**Professor Marc Postiglione** served as a basketball coach for 7th and 8th grade boys at Koinonia Academy in Plainfield, New Jersey.

**Ms. Sandra Quintero** completed her master's degree in US Law from Washington University in St. Louis, Missouri.

**Dr. Elizabeth Ramos** completed her doctorate, Ed.D. in Educational Leadership with a concentration in Higher Education in May 2020. She also served as a PTA member and volunteer for various school activities at Sherman School.

**Mr. Isaias Rivera** served as Committee Chairman of Boy Scout Troop 965, as Commissioner for the City of Elizabeth Planning Board, as Vice President of Hispanos Unidos, and as owner, coach, and player of Jersey United FC soccer team. He earned his Master of Business Administration (MBA) from Western Governors University.

**Dr. Cynthia Roemer** served as Board Chair and Support Group Facilitator for the Multiple System Atrophy Coalition. She also participated in Union County College's IRAP grant as a mentor for student research related to "Multiple System Atrophy: A Needs Assessment of this Rare Disease Community."

**Dr. Michele Rotunda** published a review of "*The Douglass Century: Transformation of the Women's College at Rutgers University*" in *New Jersey Studies: An Interdisciplinary Journal* (Summer 2019). She also served as a judge for New Jersey History Day in March 2020.

**Dean Rebecca Royal** was recognized as one of ten Outstanding First-Year Student Advocates by the National Resource Center and Cengage. Advocates were honored at the Annual Conference on The First-Year Experience in Washington, DC in February 2020.

**Dr. Melissa Sande** co-authored "Specters of the Errand into the Wilderness: Black Bodies and Landscape in Toni Morrison's *The Bluest Eye*."

**Ms. Cheryl Shiber** served as a trustee for the Teaneck Swim Club and Girl Scout Troop Leader.

**Ms. Raenisha Smith** presented at the New Jersey Communication Association Conference in March 2020 and participated in Movement Building in the Time of the Coronavirus Crisis. She served as a board member of the North Brunswick Travel Basketball Association and as head of operations of the NJ Bulldogs Basketball Association. Ms. Smith received the DiMartini Outstanding Service Award at Rutgers University in May 2020.

**Professor Donna Sondiadek** served as a volunteer at the Baron Avenue Arts Center and the Plainfield Outreach Center Thrift Shop.

**Ms. Nicole Torella** served as Board Secretary for CASA of Union County, as a member of the Board of Trustees and Conference Coordinator for OCD NJ, and as Vice President of the Class of 1993 at Douglass College.

**Ms. Karen Venturella** published “The Heart of Perfection: How the Saints Taught Me to Trade My Dream of Perfect for God’s,” in the *Library Journal*, 144(3), 94 and a book review entitled, “Race neutrality: Rationalizing remedies to racial inequality,” in *Choice*, 56(8), 1068. She also served as an Executive Board member of the College and University Section of the New Jersey Library Association.

**Professor Dori Vicente** participated in Union County College’s IRAP Grant as a mentor for student research on ShopBot Materials Testing.

**Dr. Denise Warren** served as a Registered Professional Nurse for military COVID-19 patients at the New Jersey Convention Center in Edison, NJ. She was also President of Unit 251 of the American Legion Women’s Auxiliary Crawford Crews in Montclair, NJ, and served as keynote speaker delivering an address on “Women Leading in the Military” on Veterans Day at the Veterans Hospital Museum in East Orange, NJ.

**Dr. Sharon Watts-Conville** completed her doctorate in Higher Education at Saint Peter’s University, successfully defending her dissertation entitled, “Culture and the Community: Examining the Educational Experiences of West Indian-American First-generation College Students.” She was also selected by the Association of Institutional Research (AIR) to serve as an IPEDS Educator for a second term.

**Dr. Vincent Wrice** was a mentor for a team of Union County College students whose research focused on “Postulating a Visual Theory of Atoms.”

**Dr. James Xu** mentored Daniel Mejia in his research on “Building a Native American Flute.”

## I. Major Capital Projects Underway, Fiscal Year 2020

During the 2019-20 fiscal year, the following capital project and improvements were undertaken at Union County College:

### CRANFORD CAMPUS

---

The College began multiple HVAC replacement projects on the Cranford Campus during the year. These activities included the replacement of thirteen large rooftop HVAC units serving five of the buildings on the Cranford Campus. The twelve largest units have been installed and commissioned. Additionally, forty-eight individual unit ventilators have been replaced in MacDonald Hall offices and a smaller unit was installed for a new athletic practice facility as well. New vinyl tile flooring and furniture have been installed in the dining room of the cafeteria and new carpeting has been installed on the first and second floors of the MacKay Library. Renovation work has started on the Roy Smith Theatre in the Campus Center building. Additionally, renovation planning activities on the Cranford Campus include renovation of the second floor of MacDonald Hall, replacement of the main HVAC Cooling Tower on MacKay Library, and new flooring in the Student Commons.

### ELIZABETH CAMPUS

---

Renovation of the Lessner Building Tower floors two through six in Elizabeth is in the planning stages. These renovation plans will be performed by in-house staff and include replacement of ceilings and flooring, reconfiguration and repainting of wall surfaces, and the introduction of new LED lighting.

### PLAINFIELD CAMPUS

---

The renovation of Phase II of the Health Sciences Center completed construction during the 2019-20 fiscal year. This additional space provides more regular and computer classrooms on the Plainfield Campus including new Physical and Respiratory Therapist labs and an expanded EMT / Paramedic classroom space in the Health Sciences Building. In addition, a new parking lot facility was constructed adjacent to the Health Sciences Building. Besides a state-of-the-art underground rainwater detention system to assist with flood control, this project will provide an additional 100 parking spaces in support of the Plainfield Campus expansion.

### SCOTCH PLAINS CAMPUS

---

Renovation and upgrades to the Scotch Plains Campus have been in the programming and planning stages. The building reverted back to Union County College on July 15, 2019 after a long-term lease with UMDNJ/Rutgers University expired. Interior renovations began shortly thereafter to include HVAC, flooring, ceilings, environmental abatement of asbestos, network cabling and a robust wireless access system paint, and LED lighting to support new classrooms and science and computer classrooms on the third floor as well as a large conference center on the first floor. Future improvement projects include new utilities, exterior grading upgrades to correct water intrusion into the building, and additional classrooms on the second floor.