

UNION COLLEGE



Annual Institutional Profile FY 2022

September 2022

Union 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 College is a public two-year, comprehensive community college offering high-quality, affordable educational programs to the greater Union County region and is the oldest of New Jersey's 18 community colleges. Union College, accredited by the Middle States Commission on Higher Education, enrolls almost 15,000 credit, non-credit, and continuing education students. In 2022, Union College was proud to be named a semifinalist for the 2023 Aspen Prize by the Aspen Institute College Excellence Program. This designation was given to only 25 schools nationwide. This came after being named a Top 150 U.S. Community College for the 2021 Aspen Prize. Years of commitment to improving student outcomes were acknowledged with this prestigious recognition.

The College was founded in 1933 and has undergone many changes including a number of different names: Union County Junior College, Union Junior College, Union College, and Union County 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, and Scotch Plains. This year, we were excited to announce the College's name change to Union College. The new name represents the beginning of a new era for the College.

The demographic composition of the College's student population and its workforce has changed significantly over the past almost 90 years. In Fall 2021, more than three-quarters (75%) of enrolled students were racial/ethnic minorities. The US Department of Education has designated the College as a Hispanic-Serving Institution based upon the College's Hispanic student enrollment.

The College's mission of "transforming our community...one student at a time" unites faculty, staff, and the administration. Every day our students are educated, encouraged, and empowered on their journey to achieve their goals. 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. The College is focused on maintaining the progress that has been achieved over the past decade while facing new challenges presented by COVID-19. The success of every student is Union's priority.

Thank you for your interest in Union and our Institutional Profile for fiscal year 2022.



Dr. Margaret M. McMenamin
President, Union College

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A. Accreditation Status

1. INSTITUTIONAL ACCREDITATION

Union 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 of Nursing and Medical Imaging, 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 of Nursing and Medical Imaging, is accredited by the Joint Review Committee on Education in Radiologic Technology (JRCERT) and the New Jersey Department of Environmental Protection, Radiologic Technology Board of Examiners.

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

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

The **PRACTICAL NURSING** (CT) program received accreditation in October 2015 through October 2023, from the New Jersey Board of Nursing. The program is also accredited by the National League for Nursing Commission for Nursing Education Accreditation (NLN CNEA) effective 2019-2025.

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

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 2021:

Attendance	Headcount	Percent of Total
Full-time	3,486	44.0%
Part-time	4,444	56.0%
Total	7,930	100.0%

Source: IPEDS Fall Enrollment Survey, 2021 (Census). Revised total enrollment for the OSHE SURE Fall 2021 enrollment file on September 1, 2022.

Union County College enrolled 7,930 degree and non-degree students in the Fall 2021 semester. Over forty percent (44.0%) enrolled on a full-time basis (12 or more credits) and more than half (56.0%) enrolled on a part-time basis (less than 12 credits).

2. NUMBER OF GRADUATE STUDENTS BY ATTENDANCE STATUS, FALL 2021: N/A

3. NUMBER OF NON-CREDIT STUDENTS SERVED, FY 2021:

Program Type	Number of Registrations	Unduplicated Registrations	Clock Hours ¹	FTE ²
Open Enrollment	2,530	1,110	85,613	190
Customized Training	495	--	7,985	18

¹ Includes all registrations in any course that started on July 1, 2020 through June 30, 2021.

² FTEs were computed by converting clock hours to credit hours (by dividing by 15), then converting credit hours to FTEs (dividing by 30). Source: SURE Non-credit Open Enrollment file and NJ IPEDS Form #31, Customized Training, FY 2021.

A total of 1,110 students enrolled in non-credit continuing education courses during 2020-21 fiscal year (FY 2021). These students enrolled in 2,530 non-credit courses and completed 85,613 clock hours of instruction, representing 190 full-time equivalent students. In addition, the College provided customized training packages to 38 business clients resulting in 495 registrations completing 7,985 clock hours, which represents 18 full-time equivalent students.

4. UNDUPLICATED NUMBER OF STUDENTS ENROLLED, FY 2021:

Unduplicated Headcount	Credit Hours	FTE ¹
11,353	183,274	6,109

Source: IPEDS 12-Month Enrollment Survey, FY 2021; ¹ FTE is computed by dividing credit hours by 30.

A total of 11,353 students enrolled in credit-bearing classes at Union County College between July 1, 2020 and June 30, 2021. These students completed a total of 183,274 credit hours, which represents 6,109 full-time equivalent students.

C. Characteristics of Undergraduate Students

1. MEAN MATHEMATICS, READING AND WRITING SAT SCORES, FALL 2021 (SENIOR PUBLIC INSTITUTIONS): N/A

2. ENROLLMENT IN REMEDIATION COURSES BY SUBJECT AREA, FALL 2021:

STUDENTS ENROLLED IN AT LEAST ONE REMEDIAL COURSE

Enrollment	Number enrolled in one or more remedial courses	Percent of Total
7,930	254	3.2%

Source: SURE Fall Enrollment File, 2021 (Census)

Of the 7,930 degree- and non-degree-seeking students enrolled in credit-bearing classes in the Fall 2021 semester, 3.2% 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
1,293	141	10.9%

Source: SURE Fall Enrollment File, 2021 (Census)

A total of 1,293 first-time, full-time degree- and certificate-seeking students enrolled in credit-bearing classes in the Fall 2021 semester, with 10.9% 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	156	12.1%
Reading	0	0.0%
Writing	8	0.6%
English	87	6.7%

Source: SURE Fall Enrollment File, 2021 (Census)

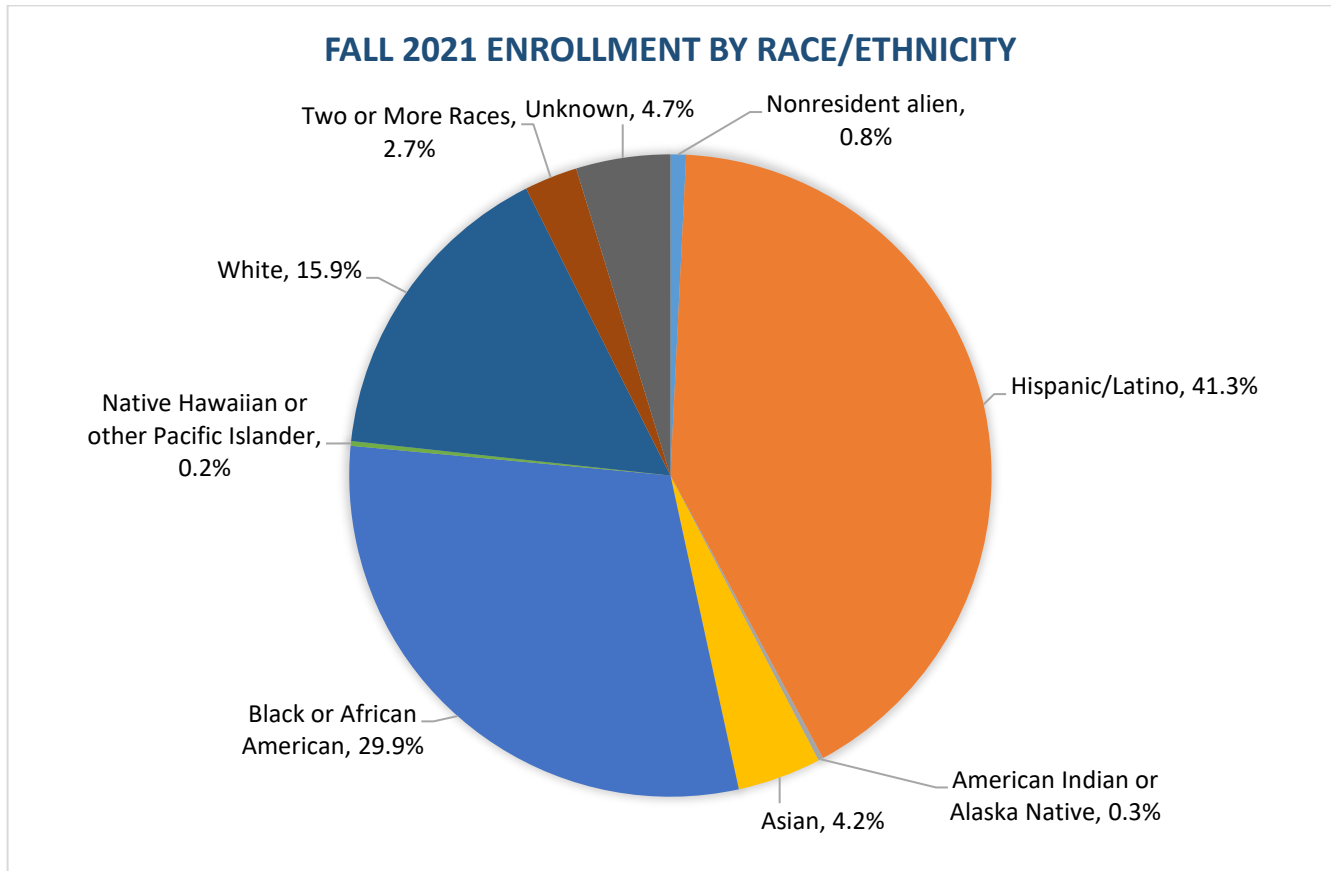
Among first-time, full-time, degree- and certificate-seeking students in the Fall 2021 semester, 12.1% enrolled in remedial algebra, 6.7% enrolled in remedial English (a combination of reading and writing remediation or language arts), 0.6% enrolled in remedial writing, and no students enrolled in remedial reading. The College no longer offers a remedial computation course.

3. CHARACTERISTICS OF STUDENTS BY RACE / ETHNICITY, GENDER AND AGE, FALL 2021:

Race/Ethnicity	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Nonresident alien	50	1.4%	12	0.3%	62	0.8%
Hispanic/Latino	1,512	43.4%	1,765	39.7%	3,277	41.3%
American Indian or Alaska Native	6	0.2%	14	0.3%	20	0.3%
Asian	126	3.6%	208	4.7%	334	4.2%
Black or African American	1,023	29.3%	1,349	30.4%	2,370	29.9%
Native Hawaiian or other Pacific Islander	4	0.1%	15	0.3%	19	0.2%
White	541	15.5%	717	16.1%	1,258	15.9%
Two or More Races	96	2.8%	116	2.6%	212	2.7%
Unknown	128	3.7%	248	5.6%	376	4.7%
Total	3,486	100%	4,444	100%	7,930	100%

Source: IPEDS Fall Enrollment Survey, 2021

A total of 7,930 degree- and non-degree-seeking students enrolled at Union County College during the Fall 2021 semester. Over forty percent (41.3%) 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 (29.9%) followed by White students (15.9%).



STUDENTS ENROLLED BY GENDER AND ENROLLMENT STATUS, FALL 2021

Gender	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Male	1,585	45.5%	1,358	30.6%	2,943	37.1%
Female	1,901	54.5%	3,086	69.4%	4,987	62.9%
Total	3,486	100%	4,444	100%	7,930	100%

Source: IPEDS Fall Enrollment Survey, 2021 (Census)

Female students represented over sixty percent (62.9%) of the total student body and more than half (54.5%) of the full-time enrollment. More than thirty percent (37.1%) 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 2021

Age Group	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Less than 18	18	0.5%	66	1.5%	84	1.1%
18-19	1,532	43.9%	435	9.8%	1,967	24.8%
20-21	851	24.4%	698	15.7%	1,549	19.5%
22-24	404	11.6%	816	18.4%	1,220	15.4%
25-29	317	9.1%	859	19.3%	1,176	14.8%
30-34	170	4.9%	615	13.8%	785	9.9%
35-39	87	2.5%	348	7.8%	435	5.5%
40-49	77	2.2%	440	9.9%	517	6.5%
50-64	29	0.8%	150	3.4%	179	2.3%
65+	1	0.0%	17	0.4%	18	0.2%
Unknown	0	0.0%	0	0.0%	0	0.0%
Total	3,486	100%	4,444	100%	7,930	100%

Source: IPEDS Fall Enrollment Survey, 2021

Three-quarters (75.6%) of the degree- and non-degree-seeking students at Union County College were under thirty years old. The two largest groups of full-time students were between 18-19 years old (43.9%) and 20-21 years old (24.4%). Part-time students were more likely to be a bit older with over half (51.5%) falling between 22 and 34 years old.

4. NUMBER OF STUDENTS RECEIVING FINANCIAL ASSISTANCE UNDER EACH FEDERAL-, STATE- AND INSTITUTION-FUNDED AID PROGRAM, FY 2021:

Federal Aid, 2020-21	Recipients	Amount (ROUNDED)	Avg. Per Recipient (ROUNDED)
Pell Grants	4,010	\$15,280,000	\$3,810
College Work Study	79	\$204,000	\$2,582
Perkins Loans	0	\$0	-
SEOG	1,752	\$509,000	\$291
PLUS Loans	19	\$92,000	\$4,842
Stafford Loans (Subsidized)	568	\$1,646,000	\$2,898
Stafford Loans (Unsubsidized)	716	\$2,752,000	\$3,844
Smart and ACG or other	0	\$0	-
CARES Act/HEERF Student Aid	4,512	\$9,309,000	\$2,063
State Aid, 2020-21	Recipients	Amount (ROUNDED)	Avg. Per Recipient (ROUNDED)
Tuition Aid Grant	2,023	\$3,389,000	\$1,675
Educational Opportunity Fund	203	\$269,000	\$1,325
Outstanding Scholar Recruitment Program	92	\$115,000	\$1,250
Distinguished Scholars	0	\$0	-
Urban Scholars	4	\$4,000	\$1,000
NJ Stars	83	\$276,000	\$3,325
Community College Opportunity Grant	1,481	\$3,294,000	\$2,224
NJ Class Loan	5	\$39,000	\$7,800
Institutional Aid, 2020-21	Recipients	Amount (ROUNDED)	Avg. Per Recipient (ROUNDED)
Scholarships and Grants	850	\$1,810,000	\$2,129
Institutional Loans	0	\$0	-

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

CARES Act/HEERF Student AID represented the largest federal grant awarded to Union County College students with 4,512 recipients with an average award of \$2,063. Pell Grants represented the second largest federal grant awarded with 4,010 recipients and an average award of \$3,810 per student. Supplemental Educational Opportunity Grants (SEOG) were awarded to 1,752 students with an average award of \$291 per student, and 79 students participated in the College Work Study program. A total of 19 students received a PLUS loan, averaging \$4,842 per student, 568 students received subsidized Stafford loans, with an average loan of \$2,898; and 716 students received an unsubsidized Stafford loan, with an average loan amount of \$3,844.

Of the state-funded financial aid programs 2,023 students received the Tuition Aid Grant (TAG), with an average award of \$1,675, accounting for the largest state grant awarded to Union County College students. A total of 203 students received support from the Educational Opportunity Fund (EOF) with an average award of \$1,325. Ninety-two students received an Outstanding Scholar award with an average award of \$1,250. Eighty-three students received the NJ Stars scholarship, with an average award of \$3,325. A total of 1,481 students received funding from the Community College Opportunity Grant, averaging \$2,224. Five students received a NJ Class loan, which averaged \$7,800 per student.

At the institutional level 850 Union County College students were awarded grants or scholarships, with an average award of \$2,129 per recipient.

5. PERCENTAGE OF DEGREE- AND CERTIFICATE-SEEKING STUDENTS WHO ARE NEW JERSEY RESIDENTS, FALL 2021:

First Time Degree- and Certificate Seeking	New Jersey Residents	Out of State Residents	Percent of New Jersey Residents
1,739	1,732	7	99.6%

Source: IPEDS Fall Enrollment Survey, 2021

Nearly all (99.6%) first-time, degree- and certificate-seeking students enrolled at Union County College during the Fall 2021 semester reside in the State of New Jersey. This figure includes first-time, full-time and first-time, part-time degree- and certificate-seeking students.

All Degree- and Certificate Seeking and Non-Matriculated	New Jersey Residents	Out of State Residents	Percent of New Jersey Residents
7,930	7,739	191	97.6%

Source: IPEDS Fall Enrollment Survey, 2021

The majority (97.6%) of all degree- and certificate-seeking and non-matriculated students, enrolled at Union County College during the Fall 2021 semester, reside in the State of New Jersey. More than eighty percent (83.3%) of the student body are residents of Union County.

County	Fall 2021	Percent of Total
Union	6,605	83.3%
Essex	442	5.6%
Middlesex	366	4.6%
Somerset	88	1.1%
Hudson	64	0.8%
Monmouth	38	0.5%
Bergen	29	0.4%
Morris	29	0.4%
Passaic	29	0.4%
Ocean	15	0.2%
Burlington	4	0.1%
Hunterdon	8	0.1%
Mercer	5	0.1%
Sussex	7	0.1%
Warren	6	0.1%
Camden	3	*
Gloucester	1	*
Atlantic	0	0.0%
Cape May	0	0.0%
Cumberland	0	0.0%
Salem	0	0.0%
Outside	191	2.4%
Grand Total	7,930	100%

*Less than one tenth of a percent

D. Student Outcomes – Graduation, Retention, and Transfer

1. GRADUATION AND TRANSFER RATES

TWO-YEAR GRADUATION RATE OF THE FALL 2018 FIRST-TIME, FULL-TIME COHORT

First-time, Full-time Cohort	Number in Cohort	Graduated within two years	Percent of Total
Fall 2018	1,442	238	16.5%

Source: IPEDS Graduation Rate Survey, 2021-22; Graduation rates are through August 31, 2020.

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

Race/Ethnicity	Fall 2018 Cohort	Graduate within 150%	Percent of cohort within Race/Ethnicity
Nonresident alien	12	2	16.7%
Hispanic/Latino	681	236	34.7%
American Indian or Alaska Native	4	2	50.0%
Asian	40	15	37.5%
Black or African American	383	107	27.9%
Native Hawaiian or other Pacific Islander	6	0	0.0%
White	230	102	44.3%
Two or More Races	33	12	36.4%
Unknown	53	18	34.0%
Total	1,442	494	34.3%

Source: IPEDS Graduation Rate Survey, 2021-22; Graduation rates are through August 31, 2021.

TRANSFER-OUT RATE BY RACE/ETHNICITY OF THE FALL 2018 FIRST-TIME, FULL-TIME COHORT

Race/Ethnicity	Fall 2018 Cohort	Transfer within 150%	Percent of cohort within Race/Ethnicity
Nonresident alien	12	0	0.0%
Hispanic/Latino	681	47	6.9%
American Indian or Alaska Native	4	0	0.0%
Asian	40	5	12.5%
Black or African American	383	34	8.9%
Native Hawaiian or other Pacific Islander	6	2	33.3%
White	230	24	10.4%
Two or More Races	33	1	3.0%
Unknown	53	3	5.7%
Total	1,442	116	8.0%

Source: IPEDS Graduation Rate Survey, 2020-21; Graduation rates are through August 31, 2021.

Union County College enrolled 1,442 first-time, full-time certificate- or degree-seeking students in the Fall semester of 2018. From this cohort of first-time, full-time students, a total of 494 students graduated within 150% of normal time to completion. This calculation is used to determine the College’s graduation rate (34.3%).

A total of 116 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 (8.0%).

2. THIRD SEMESTER RETENTION RATE

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

FULL-TIME		
Fall 2020 First-time, Full-time Undergraduates	Retained in Fall 2021	Fall 2021 Retention Rate
1,245	846	68.0%

Source: IPEDS Fall Enrollment Survey, 2021 (Part E)

In the Fall 2020 semester, Union County College enrolled 1,245 first-time, full-time degree- and certificate-seeking students. A total of 846 students were retained in the Fall 2021 semester, representing a 68.0% retention rate of the first-time, full-time cohort.

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

PART-TIME		
Fall 2020 First-time, Part-time Undergraduates	Retained in Fall 2021	Fall 2021 Retention Rate
335	136	40.6%

Source: IPEDS Fall Enrollment Survey, 2021 (Part E)

The College enrolled 335 first-time, part-time degree- and certificate seeking students in Fall 2020. A total of 136 students were retained in the Fall 2021 semester, representing 40.6% of the first-time, part-time cohort.

E. Faculty Characteristics

1. FULL-TIME FACULTY BY RACE/ETHNICITY, GENDER AND TENURE STATUS, FALL 2021:

Tenured	Professor		Associate Professor		Assistant Professor		All Others		Total	
	M	W	M	W	M	W	M	W	M	W
Race/Ethnicity										
Nonresident alien									0	0
Hispanic/Latino			2	1	1	1			3	2
American Indian or Alaska Native									0	0
Asian	4	3	1	2	2	2			7	7
Black or African American	4	3	1	3		2			5	8
Native Hawaiian or other Pacific Islander									0	0
White	10	14	4	16	2	2			16	32
Two or More Races									0	0
Unknown									0	0
Total Tenured (N=80)	18	20	8	22	5	7	0	0	31	49

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

M=MEN, W=WOMEN

Source: IPEDS Human Resources Survey, 2021-22

All of Union County College’s full-time faculty hold tenure, women represent over sixty percent (61.3%) of all full-time faculty. Additionally, men and women who identify as white represent sixty percent of full-time faculty.

2. PERCENTAGE OF COURSE SECTIONS TAUGHT BY FULL-TIME FACULTY, FALL 2021:

Number of Course Sections	Taught by Full-time Faculty		Taught by Part-time Faculty		Taught by Others	
	N	%	N	%	N	%
1,292	359	27.8%	867	67.1%	66	5.1%

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 as well as Academic Specialists working full-time as staff with 9-credit teaching loads . Source: TIC Report, Fall 2021.

During the Fall 2021 semester, nearly one-third (27.8%) of course sections were taught by full-time faculty. Course sections taught by part-time faculty accounted for more than six in ten (67.1%) of the total number of sections offered. Five percent (5.1%) of course sections were instructed by others.

3. RATIO OF FULL- TO PART-TIME FACULTY, FALL 2021:

Full-time Faculty		Part-time Instructional Staff		Total	
N	%	N	%	N	%
80	13.9	494	86.1%	574	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, 2021-22

Of the 574 instructional staff who taught courses in the Fall 2021 semester, 80 (13.9%) were full-time and 494 (86.1%) were part-time.

F. Characteristics of the Trustees and Governors

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

Gender	Hispanic/ Latino	American Indian/ Alaska Native	Asian	Black/ African- American	Native Hawaiian/ Pac. Island	White	Two or More	Total
Male	4	-	-	-	-	5	-	9
Female	-	-	1	-	-	2	-	3
Total	4	-	1	-	-	7	-	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. Miguel A. Figueredo
Council Organizer, Eastern Millwright Regional Council
- Ms. Anjali Mehrotra
President, National Organization Women of New Jersey
- Mr. Miguel A. Merino
President, Fresh & Clean Painting, LLC
- Mr. Daryl Palmieri
Interim Executive County Superintendent, New Jersey Department of Education
- Dr. Kamran Tasharofi
President and Medical Director, Union County Healthcare and MD Urgent Care Center
- Ms. Mary M. Zimmermann
Civic Leader

Ex-Officio

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

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

Mr. Jeffrey H. Katz, Esq.

Principal Wireless Solutions Architect, PSEG Services Corporation

Attorney at Law, Law Offices of Jeffrey H. Katz

Mr. Richard J. Malcolm

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

Mr. J. Anthony Manger, Esq.

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

Mr. Carl J. Napor

Retired, Napor Graf Marketing Group

Mr. Paul T. O'Neill

Head of NY Office & Co-Head of Education Law Practice Group firmwide, Barton Gilman LLP Co-founder and Senior Fellow, Center for Learner Equity

President, Tugboat Education (Consultancy)

Adjunct Professor, Teachers College/ Columbia University

Mr. Francis Raudelunas

Manager, Ingredimax

Mr. Victor M. Richel

President and CEO, Richel Family Foundation

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 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 2022

ASSOCIATE IN ARTS

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

ASSOCIATE IN SCIENCE

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

ASSOCIATE IN SCIENCE (continued)

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

JOINT AND COOPERATIVE PROGRAMS

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

ASSOCIATE IN APPLIED SCIENCE

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

CERTIFICATE

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

CERTIFICATE (continued)

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

CERTIFICATE OF ACHIEVEMENT

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

2. CONTINUING EDUCATION AND WORKFORCE DEVELOPMENT, FY 2022

INDUSTRY CERTIFICATIONS

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

CAREER DEVELOPMENT

Business and Management

- Accounting
- Administrative Professional
- Bookkeeping
- Human Resource Management
- Project Management Professional (PMP) Certification
- Customer Service

Career Training (Grant Supported)

- Skills for Management (Managers)
- Skills for Workplace Growth
- Technology Skills

Education

- The Child Development Associate (CDA) (also available in Spanish)

Fitness Careers

- Nutrition Specialist Certification
- Personal Trainer National Certification

Healthcare Careers

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

Information Technology and Computer Training

- Cisco Certified Networking Associate (CCNA)
- CompTIA A+ Core 1 and 2
- CompTIA Network +
- Cyber Forensics
- Microsoft Office Software (also available in Spanish)

Leadership Training

- Workforce Essentials
- Leadership and Management

Real Estate

- Principles of Real Estate
- NJ Real Estate License Continuing Education Workshop

Social Media Marketing

- Social Media Marketing for Business

Test Preparation

- GED Preparation (also available in Spanish)

Facility Management

- IFMA's Facility Management Professional (FMP) Credential

Transportation, Logistics and Distribution

- CSCMP – SCPro Fundamentals of Supply Chain Management Program

NJ Uniform Construction Code

- Building Inspector, RCS, ICS, HHS
- Code Official
- Electrical Inspector, ICS and HHS
- Fire Inspector, ICS and HHS
- Plumbing Inspector, ICS and HHS
- Subcode Official
- Technical Assistant

WORKFORCE DEVELOPMENT

- Opportunities and Programs for Unemployed, Underemployed, or Dislocated Workers
- Workplace Readiness Training Program

ADULT BASIC SKILLS DEVELOPMENT AND GED PREPARATION

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

ENGLISH AS A SECOND LANGUAGE

- All levels of instruction from beginner through advanced
- ESL Career Pathways and College Readiness concentrations
- ESL Integrated Education and Training (IET) programs

YOUTH PROGRAMS

- Academic Enrichment
- Technology Interests

SENIOR SCHOLARS PROGRAM

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

CONTINUING EDUCATION

The Continuing Education department provides opportunities for individuals to expand their knowledge, attain industry-valued credentials and improve workplace skills and career readiness.

INDUSTRY-BUSINESS INSTITUTE

The Industry-Business Institute (IBI) at Union College works with employer clients to help support and 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, education and support services to help the unemployed and the underemployed to be better positioned to enter and compete in today's workforce as well as develop lifelong learning skills.

UNION COUNTY WORKFORCE INNOVATION BUSINESS CENTER

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

H. Research and Public Service Activities

Ms. Maritza Batista obtained her Master's in Human Behavior and Organizational Psychology from Kean University, in May 2022, and was inducted to Psi Chi International Honor Society.

Dr. Carol Biederstadt published *Peter Stansky – The Lion and the Unicorn: Orwell and the Second World War* – The Orwell Society George Talks, 3/20/22; *Glenn Ibbitson – Room 103: A Visual Tribute to George Orwell* – The Orwell Society George Talks, 2/20/22; *Rebecca Solnit – Orwell's Connection to Nature* – The Orwell Society George Talks, 11/21/21; and *Kristin Bluemel – Orwell and Feminism* – The Orwell Society George Talks, 4/10/22.

Dr. Susannah Chewing presented '*þe muchele swetnesse of þe / reaves me fele of pine*': Disability as Salvation in the Wooing Group." at the International medieval Congress, Western Michigan, June 2022. She served at the Westfield MLK Committee as PR for events and was a member of the History and Education Committee. She was a member of the Daughters of the American Revolution, Westfield, NJ Chapter, where she served in various committees.

Professor Virginia Crisonino served as a volunteer on the water well committee at Cranberry Lake.

Dr. Mahua De served as Secretary of the Executive Board of Friends of the Piscataway Library. She also co-presented with Professor Deborah Kemp-Jackson at the International Society for Technology in Education Virtual Conference, July 2021: Pandemic Tech Tool Kit: Lessons Learned and Tools to Treasure.

Dean William Dunscombe served as a member of the New Providence Board of Adjustments, a member of the Board of Directors of New Providence Lions Club, and a member of the 1896 Society of Delaware Valley University.

Professor Jennifer Ebert received the Dr. Richard F. and Barbara Neblett Prize for Educational Excellence in Teaching and Learning at Union College in 2022.

Academic Specialist Al Elbanna was awarded Club Advisor of the Year Award at the College Life Awards Ceremony.

Dr. Tracy Felton was a recipient of the Process Oriented Guided Inquiry Learning (POGIL) Workshop Scholarship and a selected participant in the 2021-2022 POGIL Learning Communities cohort. She presented "The Hate U Give; Adopting a College-wide Novel as a collaborative approach to antiracist pedagogy" at the Northeast Modern Language Association 53rd Annual Convention.

Professor Nicholas Gilbert received the Dr. Richard F. and Barbara Neblett Prize for Educational Excellence in Teaching and Learning at Union College in 2022.

Dr. Demond T. Hargrove, Vice President for Student Development, received the PTK 2022 Distinguished College Administrator award in April 2022. He served as a member of the Advisory Board for HERDI Innovate.

Professor Shahrzad Heidary served as a Trustee of the Union College Foundation, as a Commissioner for Union County Commission on the Status of Women, as a member of the YWCA Fund Development Committee, and as a member of the Union College Foundation Planning Committee.

Dr. Lisa R. Hiscano served as Vice Chairperson of the Board of Directors for the Greater Elizabeth Chamber of Commerce and as member of the Board of Directors of the YWCA of Union County. She was honored by the Greater Elizabeth Chamber of Commerce in November 2021 during their Women in Leadership event.

Professor George Hildrew was a participant in the Philip Guston Exhibition and the Alice Neel Exhibition at the Zwirner Gallery in New York in October 2022. He was also a participant at the Pompeii Exhibition, Center for Ancient Art, in New York in April 2022.

Dr. Mushtaq Khan received the Dr. Richard F. and Barbara Neblett Prize for Educational Excellence in Teaching and Learning at Union College in 2022.

Professor Deborah Kemp-Jackson co-presented, with Dr. Mahua De, at the International Society for Technology in Education Virtual Conference, July 2021: Pandemic Tech Tool Kit: Lessons Learned and Tools to Treasure. She also participated in CUNY Digital Humanities Research Institute 9-day workshop introducing digital humanities; part of a National Endowment for the Humanities grant.

Professor Zhen Li served as a volunteer in Chuang Yen Monastery in Carmel, NY.

Dr. Maris Lown served as a member of the Advisory Board for Higher Education Research & Development Institute (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).

Associate Professor Katherine Mastrantonio served at the Soup Kitchen of the United Methodist Church in Newton, New Jersey.

Dr. Joyce Maxwell received a Fullbright Specialist Program award from the U.S. Department of State and the Fullbright Foreign Scholarship Board in April 2022.

Dr. Margaret M. McMenam serves as a member of the executive committee of the New Jersey Presidents' Council, the National Junior College Athletic Association Presidents' Commission, the Trinitas Regional Medical Center Board, the Union County Performing Arts Center Board, the Union County Crime Stoppers Board, the Elizabeth Development Company Board, the Union County Workforce Development Board, the Montgomery Academy Board, the NJ PBS Community Advisory Board, the N.J. Israel Commission, and the Higher Education Research & Development Institute (HERDI) Advisory Board. President McMenam also served on the NJ Higher Education Restart Advisory Group and the NJ TAG Commission. She is Secretary of the Trinitas Board and Chair of the HERDI Board. President McMenam was featured on the Middle States Commission on Higher Education "**Pillars of Change**" podcast in November 2021.

Professor Sophia Mitra served on the Board of Trustees for Sreeshti, a non-profit social organization for Indian Americans in Central Jersey. She served as a Summer Reading Workshop Facilitator for Medha, an NGO for women empowerment. She presented "SRERA Distinguished Paper" at the American Educational Research Association (AERA); "Using Learning Management System Assessment Tools to Inform Faculty Practice: An Action Research Study" at the Northeastern Educational Research Association (NERA); "The Hate U Give: Using the College Novel to Teach Antiracist Pedagogy" at the Northeast Modern Language Association (NEMLA); "New Analytics and Student Engagement" at NOSS-NJ Student Success Best Practice Showcase. She also served as an advisor to the college's Sheaf, College Art and Literary Magazine.

Dr. Marie Montes-Matias was a recipient of the Neblett Award for Service in 2021.

Ms. Beata Mourad served as a volunteer at Soshimsa Zen Center, a self-improvement through mediation and community service group.

Dr. Massoumeh Nahvi was a member of Iranian American Medical Association.

Dr. Bernard A. Polnari served as a peer evaluator for the Middle States Commission on Higher Education (MSCHE) and as a member of the Advisory Board for HERDI Innovate.

Professor Marc Postiglione received the League for Innovation Excellence award in April 2022.

Dr. Vikul Rajpara served as a volunteer in the clean-up of the Raritan Waterfront Park, Nomehegan Park, and Warinanco Park in New Jersey.

Dr. Elizabeth Ramos served as a Role Model for Hispanics Inspiring Students' Performance and Achievement (HISPA) in March 2022. She participated in the Liberty State Park Caven Point Beach cleanup with the Girl Scouts of Heart New Jersey in March 2022.

Mr. Isaias Rivera served 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 also served as High Priest and High Councilor of the Church of Jesus Christ of Latter-Day Saints.

Ms. Beatriz Rodriguez was honored by the Greater Elizabeth Chamber of Commerce in November 2021 during their Women in Leadership event.

Dr. Melissa Sande co-authored with Christine Battista "Pecola and the Unyielding Earth": Exclusionary Cartographies, Transgenerational Trauma, and Racialized Dispossession in The Bluest Eye. *Studies in American Fiction*, 48 (1), 61-79.

Mr. Faraz Siddique was the Principal Investigator of the NASA Community College Aerospace Scholars Program and Principal Investigator for the National Science Foundation grant, Infusing Research as Pedagogy.

Associate Professor Carrie Steenburgh served as a Girl Scouts of America Parent Volunteer.

Ms. Marlene Sousa received the NJBIZ Leaders in Finance award in April 2022.

Professor Dori Vicente served as an Advisory Board Member for Union County Vocational-Technical Schools: School of Design, and as a member and Chair of the Historical Architectural Review Board – Doylestown, Pennsylvania.

Dr. Lori Wilkin served as a member of the Advisory Board for HERDI Innovate. She presented at Ellucian Live National Conference - *Beyond the Numbers: The Ever-Expanding Role of the Higher Ed CFO* in April 2022. She served as the First Vice-Chair of the New Jersey County College Business Operations Affinity Group. Dr. Wilkin was also a graduate of the League for Innovation's Executive Leadership Institute for 2021.

Dr. Eric Winch co-presented with **Dr. Bernard A. Polnariev** to present on *Student Data Privacy & The Rise of EdTech in the Post-Pandemic College*, at the Instructional Management System Global Learning Impact conference in October 2021.

Dr. Andreas Zavaleta was awarded his third patent in the Fall of 2021 and was asked to serve as a peer reviewer for a professional chemistry article published by the American Chemical Society.

Union College was featured in the Hechinger Report, *Federal relief money boosted community colleges, but now it's going away*, written by Steven Yoder in December 2021.

I. Major Capital Projects Underway, Fiscal Year 2022

During the 2021-22 fiscal year, the following capital project and improvements were undertaken at Union County College:

CRANFORD CAMPUS

The College completed the HVAC upgrade/replacement projects on the Cranford campus. The last leg of the project, the replacement of a large rooftop cooling tower MacKay Library and a section of the Humanities building was just completed. Additional activities on the Cranford Campus were the renovation of the second floor of MacDonald Hall. Planning was started for the redesign and equipment replacement in the Kitchen Food Service area.

The design of a new Electrical Substation has been completed and will be going out to bid. This will provide the Cranford campus with redundancy in times of major power disruptions of the main power grid entering the campus.

ELIZABETH CAMPUS

Renovation of the Lessner Building Tower (floors two through six) was put on hold due to the flood damage to the Kellogg building. Students and staff were relocated to the Lessner building. The Kellogg building has since been re-occupied. The renovation plans will be performed by in-house staff and includes replacement of ceilings and flooring, reconfiguration and repainting of wall surfaces, and the introduction of new LED lighting. This will include the reassignment of functions on the various floors. Planning for renovation of a new Engineering Education Hub on the third floor of the Lessner building and design for complete replacement of the HVAC system on floors two through seven began during the fiscal year. Planning for the upgrade replacement of the existing escalators in the Lessner building has begun.

The computerized Building Management System (BMS) is being upgraded to enable College-Wide remote access. This system controls Heating, Cooling and lighting systems and allows for troubleshooting and remote notifications.

PLAINFIELD CAMPUS

Planning for the installation of the fuel powered generator relocated from the Cranford campus has begun. This will provide emergency power to the IT hub and emergency lighting on the campus.

SCOTCH PLAINS CAMPUS

Design of a Utility Separation project has been completed, ready to go out to bid. This will lead to the College having separate utility system from the VoTech buildings. Sections of first floor of the building are being converted to warehouse storage to supplement the limited storage in the College. Review of the proposed wayfinding system have been initiated.