

# **UNION COLLEGE**

**OF UNION COUNTY, NEW JERSEY**

## **Annual Institutional Profile FY 2023**



**September 2023**

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 of Union County, NJ is a public two-year, comprehensive community college offering high-quality, affordable educational programs to the greater Union County region and is the first of New Jersey's 18 community colleges. Accredited by the Middle States Commission on Higher Education, Union enrolls almost 15,000 credit, non-credit, and continuing education students. Last year, Union had the distinction of being named as one of only 25 semifinalists for the 2023 Aspen Prize by the Aspen Institute College Excellence Program. 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.

Founded in 1933, the College has undergone many changes over the past almost 90 years including 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. After 40 years as Union County College, last year, the College's name was changed to Union College of Union County, NJ. 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 2022, more than three-quarters (75%) of enrolled students were racial/ethnic minorities. Based upon the College's Hispanic student enrollment, the US Department of Education has designated the College as a Hispanic-Serving Institution.

Every day, the College's mission of "transforming our community...one student at a time" inspires and unites faculty, staff, and the administration. We are focused on the success of our students and empowering them to achieve their goals. The College was originally established to train jobless teachers during the Great Depression. Now, almost 90 years later, Union continues in the mission of changing lives, "...one student at a time."

The College is laser focused on student success. We have taken an active and aggressive approach 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 success of every student is Union's priority.

We look forward to celebrating our 90<sup>th</sup> Founders Day later this year. While much has changed over the years, our commitment to providing an excellent, accessible, and affordable education remains unchanged. Thank you for your interest in Union and our Institutional Profile for fiscal year 2023.



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

**Table of Contents**

<b>A. <u>Accreditation Status</u></b>	<b>1</b>
1. Institutional Accreditation	
2. Professional Accreditation	
<b>B. <u>Number of Students Served</u></b>	<b>2</b>
1. Number of Undergraduate Students by Attendance Status, Fall 2022	
2. Number of Graduate Students by Attendance Status, Fall 2022 (N/A)	
3. Number of Non-Credit Students Served, FY 2022	
4. Unduplicated Number of Students Enrolled, FY 2022	
<b>C. <u>Characteristics of Undergraduate Students</u></b>	<b>3</b>
1. Mean Mathematics, Reading, and Writing SAT Scores, Fall 2022 (N/A)	
2. Enrollment in Remediation Courses by Subject Area, Fall 2022	
3. Characteristics of Students by Race/Ethnicity, Gender and Age, Fall 2022	
4. Number of Students Receiving Financial Assistance Under Each Federal-, State- & Institution-Funded Aid Program, FY 2022	
5. Percent of Degree- & Certificate-Seeking Students who are NJ Residents, Fall 2022	
<b>D. <u>Student Outcomes -- Graduation, Retention, and Transfer</u></b>	<b>8</b>
1. Graduation and Transfer Rates	
2. Third Semester Retention Rate	
<b>E. <u>Faculty Characteristics</u></b>	<b>10</b>
1. Full-time Faculty by Race/Ethnicity, Gender and Tenure, Fall 2022	
2. Percentage of Course Sections Taught by Full-time Faculty, Fall 2022	
3. Ratio of Full- to Part-time Faculty, Fall 2022	
<b>F. <u>Characteristics of the Trustees and Governors</u></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. <u>Profile of the Institution</u></b>	<b>15</b>
1. Degree and Certificate Programs, FY 2023	
2. Continuing Education and Workforce Development, FY 2023	
<b>H. <u>Research and Public Service Activities</u></b>	<b>21</b>
<b>I. <u>Major Capital Projects Underway</u></b>	<b>28</b>

## 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/RWJBH 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 2022:

Attendance	Headcount	Percent of Total
Full-time	3,493	44.8%
Part-time	4,303	55.2%
<b>Total</b>	<b>7,796</b>	<b>100.0%</b>

Source: IPEDS Fall Enrollment Survey, 2022 (Census). Revised total enrollment for the OSHE SURE Fall 2022 enrollment file on September 1, 2023.

Union County College enrolled 7,796 degree and non-degree students in the Fall 2022 semester. Over forty percent (44.8%) enrolled on a full-time basis (12 or more credits) and more than half (55.2%) enrolled on a part-time basis (less than 12 credits).

### 2. NUMBER OF GRADUATE STUDENTS BY ATTENDANCE STATUS, FALL 2022: N/A

### 3. NUMBER OF NON-CREDIT STUDENTS SERVED, FY 2022:

Program Type	Number of Registrations	Unduplicated Registrations	Clock Hours <sup>1</sup>	FTE <sup>2</sup>
Open Enrollment	1,084	1,084	66,407	148
Customized Training	537	--	9,840	22

<sup>1</sup> Includes all registrations in any course that started on July 1, 2021 through June 30, 2022.

<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, FY 2022.

A total of 1,084 students enrolled in non-credit continuing education courses during 2021-22 fiscal year (FY 2022). These students enrolled in 1,084 non-credit courses and completed 66,407 clock hours of instruction, representing 148 full-time equivalent students. In addition, the College provided customized training packages to 24 business clients resulting in 537 registrations completing 9,840 clock hours, which represents 22 full-time equivalent students.

### 4. UNDUPLICATED NUMBER OF STUDENTS ENROLLED, FY 2022:

Unduplicated Headcount	Credit Hours	FTE <sup>1</sup>
10,974	176,030	5,868

Source: IPEDS 12-Month Enrollment Survey, FY 2022; <sup>1</sup> FTE is computed by dividing credit hours by 30.

A total of 10,974 students enrolled in credit-bearing classes at Union County College between July 1, 2021 and June 30, 2022. These students completed a total of 176,030 credit hours, which represents 5,868 full-time equivalent students.

## C. Characteristics of Undergraduate Students

1. MEAN MATHEMATICS, READING AND WRITING SAT SCORES, FALL 2022  
(SENIOR PUBLIC INSTITUTIONS): N/A

2. ENROLLMENT IN REMEDIATION COURSES BY SUBJECT AREA, FALL 2022:

### STUDENTS ENROLLED IN AT LEAST ONE REMEDIAL COURSE

Enrollment	Number enrolled in one or more remedial courses	Percent of Total
7,796	302	3.9%

Source: SURE Fall Enrollment File, 2022 (Census)

Of the 7,796 degree- and non-degree-seeking students enrolled in credit-bearing classes in the Fall 2022 semester, 3.9% enrolled in one or more remedial courses.

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

Enrollment	Number enrolled in one or more remedial courses	Percent of Total
1,364	151	11.0%

Source: SURE Fall Enrollment File, 2022 (Census)

A total of 1,364 first-time, full-time degree- and certificate-seeking students enrolled in credit-bearing classes in the Fall 2022 semester, with 11.0% 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	130	9.5%
Reading	22	1.6%
Writing	0	0.0%
English	8	0.6%

Source: SURE Fall Enrollment File, 2022 (Census)

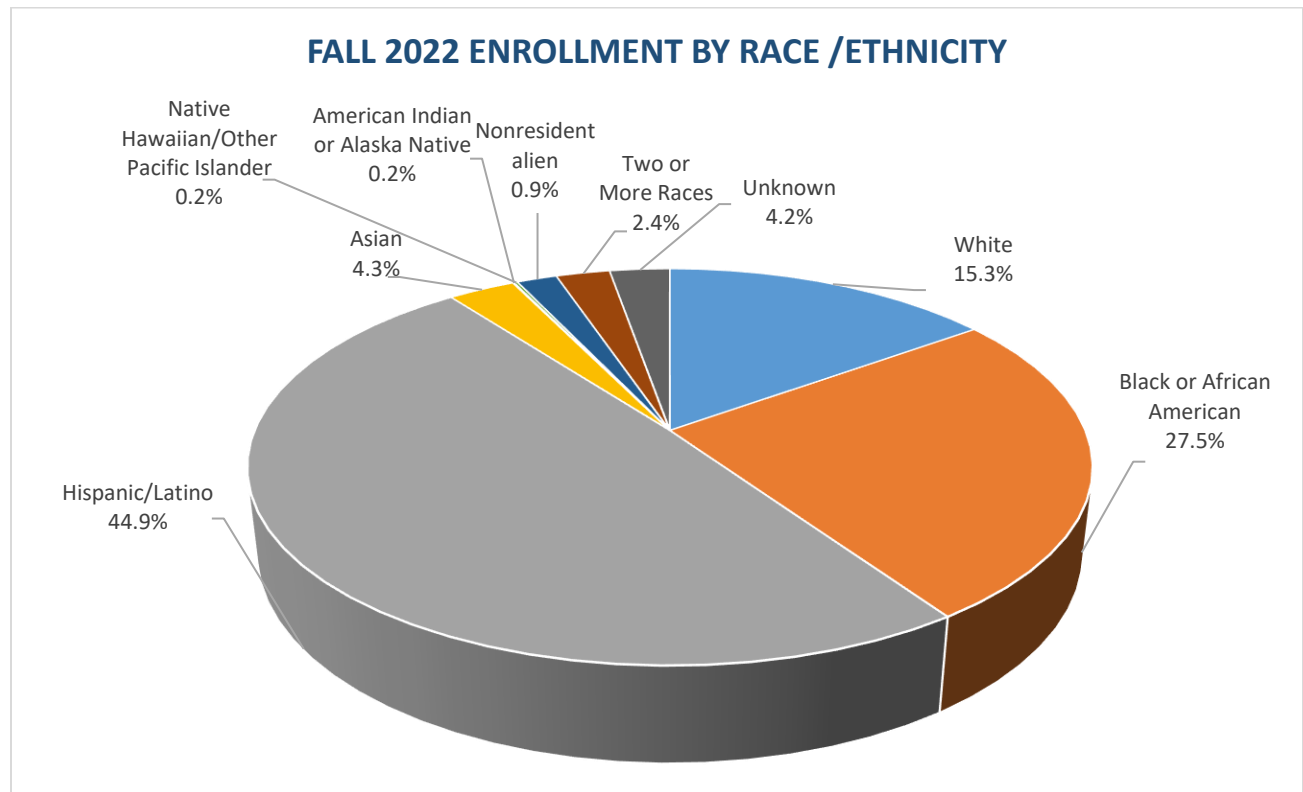
Among first-time, full-time, degree- and certificate-seeking students in the Fall 2022 semester, 9.5% enrolled in remedial algebra, 1.6% enrolled in remedial reading, 0.6% enrolled in remedial English (a combination of reading and writing remediation or language arts), no students enrolled in remedial writing. The College no longer offers a remedial computation course.

3. CHARACTERISTICS OF STUDENTS BY RACE / ETHNICITY, GENDER AND AGE, FALL 2022:

Race/Ethnicity	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
White	527	15.1%	669	15.5%	1,196	15.3%
Black or African American	885	25.3%	1,260	29.3%	2,145	27.5%
Hispanic/Latino	1,720	49.2%	1,784	41.5%	3,504	44.9%
Asian	107	3.1%	225	5.2%	332	4.3%
American Indian or Alaska Native	2	0.1%	10	0.2%	12	0.2%
Native Hawaiian/Other Pacific Islander	6	0.2%	11	0.3%	17	0.2%
Nonresident alien	64	1.8%	9	0.2%	73	0.9%
Two or More Races	86	2.5%	100	2.3%	186	2.4%
Unknown	96	2.7%	235	5.5%	331	4.2%
<b>Total</b>	<b>3,493</b>	<b>100%</b>	<b>4,303</b>	<b>100%</b>	<b>7,796</b>	<b>100%</b>

Source: IPEDS Fall Enrollment Survey, 2022

A total of 7,796 degree- and non-degree-seeking students enrolled at Union County College during the Fall 2022 semester. Over forty four percent (44.9%) 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 (27.5%) followed by White students (15.3%).



**STUDENTS ENROLLED BY GENDER AND ENROLLMENT STATUS, FALL 2022**

Gender	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Male	1,618	46.3%	1,353	31.4%	2,971	38.1%
Female	1,875	53.7%	2,950	68.6%	4,825	61.9%
<b>Total</b>	<b>3,493</b>	<b>100%</b>	<b>4,303</b>	<b>100%</b>	<b>7,796</b>	<b>100%</b>

Source: IPEDS Fall Enrollment Survey, 2022 (Census)

Female students represented over sixty percent (61.9%) of the total student body and more than half (53.7%) of the full-time enrollment. More than thirty percent (38.1%) 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 2022**

Age Group	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Less than 18	40	1.2%	114	2.7%	154	2.0%
18-19	1,723	49.3%	492	11.4%	2,215	28.4%
20-21	796	22.8%	716	16.6%	1,512	19.4%
22-24	371	10.6%	712	16.6%	1,083	13.9%
25-29	277	7.9%	761	17.7%	1,038	13.3%
30-34	126	3.6%	559	13.0%	685	8.8%
35-39	69	2.0%	352	8.2%	421	5.4%
40-49	67	1.9%	417	9.7%	484	6.2%
50-64	24	0.7%	164	3.8%	188	2.4%
65+	0	0.0%	16	0.4%	16	0.2%
Unknown	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>3,493</b>	<b>100%</b>	<b>4,303</b>	<b>100%</b>	<b>7,796</b>	<b>100%</b>

Source: IPEDS Fall Enrollment Survey, 2022

More than three-quarters (77.0%) of the degree- and non-degree-seeking students at Union County College were under thirty years old. The two largest groups of full-time students were between 18-19 years old (49.3%) and 20-21 years old (22.8%). Part-time students were more likely to be a bit older with almost half (47.3%) falling between 22 and 34 years old.



**4. NUMBER OF STUDENTS RECEIVING FINANCIAL ASSISTANCE UNDER EACH FEDERAL-, STATE- AND INSTITUTION-FUNDED AID PROGRAM, FY 2022:**

<b>Federal Aid, 2021-22</b>	<b>Recipients</b>	<b>Amount (ROUNDED)</b>	<b>Avg. Per Recipient (ROUNDED)</b>
Pell Grants	4,207	\$15,597,000	\$3,707
College Work Study	117	\$250,000	\$2,137
Perkins Loans	0	\$0	\$0
SEOG	1,853	\$683,000	\$369
PLUS Loans	12	\$84,000	\$7,000
Stafford Loans (Subsidized)	574	\$1,624,000	\$2,829
Stafford Loans (Unsubsidized)	624	\$2,185,000	\$3,502
Smart and ACG or other	0	\$0	\$0
CARES Act/HEERF Student Aid	5,782	\$11,192,000	\$1,936
<b>State Aid, 2021-22</b>	<b>Recipients</b>	<b>Amount (ROUNDED)</b>	<b>Avg. Per Recipient (ROUNDED)</b>
Tuition Aid Grant (TAG)	2,015	\$3,358,000	\$1,667
Educational Opportunity Fund	202	\$250,000	\$1,238
Other State Programs (OSRP, NJ-GIVS, WTC, etc.)	22	\$31,000	\$1,409
Distinguished Scholars	0	\$0	\$0
Urban Scholars	0	\$0	\$0
NJ Stars	67	\$230,000	\$3,433
Community College Opportunity Grant (CCOG)	1,532	\$3,392,000	\$2,214
NJ Class Loan	6	\$67,000	\$11,167
<b>Institutional Aid, 2021-22</b>	<b>Recipients</b>	<b>Amount (ROUNDED)</b>	<b>Avg. Per Recipient (ROUNDED)</b>
Scholarships and Grants	589	\$1,290,000	\$2,190
Institutional Loans	0	\$0	-

Source: NJ IPEDS Form 41 – Student Financial Aid Report Survey, 2022

CARES Act/HEERF student aid represented the largest federal grant awarded to Union County College students with 5,782 recipients with an average award of \$1,936. Pell Grants represented the second largest federal grant awarded with 4,207 recipients and an average award of \$3,707 per student. Supplemental Educational Opportunity Grants (SEOG) were awarded to 1,853 students with an average award of \$369 per student, and 117 students participated in the College Work Study program. A total of 12 students received a PLUS loan, averaging \$7,000 per student, 574 students received subsidized Stafford loans, with an average loan of \$2,829; and 624 students received an unsubsidized Stafford loan, with an average loan amount of \$3,502.

Of the state-funded financial aid programs 2,015 students received the Tuition Aid Grant (TAG), with an average award of \$1,667, accounting for the largest state grant awarded to Union County College students. A total of 202 students received support from the Educational Opportunity Fund (EOF) with an average award of \$1,238. Sixty-seven students received the NJ Stars scholarship, with an average award of \$3,433. A total of 1,532 students received funding from the Community College Opportunity Grant, averaging \$2,214. Six students received a NJ Class loan, which averaged \$11,167 per student.

At the institutional level 589 Union County College students were awarded grants or scholarships, with an average award of \$2,190 per recipient.

**5. PERCENTAGE OF DEGREE- AND CERTIFICATE-SEEKING STUDENTS WHO ARE NEW JERSEY RESIDENTS, FALL 2022:**

First Time Degree- and Certificate Seeking	New Jersey Residents	Out of State Residents	Percent of New Jersey Residents
1,867	1,854	13	99.3%

Source: IPEDS Fall Enrollment Survey, 2022

Nearly all (99.3%) first-time, degree- and certificate-seeking students enrolled at Union County College during the Fall 2022 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
7,796	7,617	179	97.7%

Source: IPEDS Fall Enrollment Survey, 2022

The majority (97.7%) of all degree- and certificate-seeking and non-matriculated students, enrolled at Union County College during the Fall 2022 semester, reside in the State of New Jersey. More than eighty percent (83.5%) of the student body are residents of Union County.

County	Fall 2022	Percent of Total
Union County	6,510	83.5%
Essex County	448	5.7%
Middlesex County	339	4.3%
Somerset County	94	1.2%
Hudson County	63	0.8%
Monmouth County	38	0.5%
Morris County	35	0.4%
Passaic County	33	0.4%
Bergen County	19	0.2%
Burlington County	7	0.1%
Hunterdon County	7	0.1%
Ocean County	6	0.1%
Sussex County	5	0.1%
Warren County	5	0.1%
Atlantic County	3	*
Camden County	2	*
Mercer County	2	*
Gloucester County	1	*
Cape May County	0	0.0%
Cumberland County	0	0.0%
Salem County	0	0.0%
Not a NJ resident	179	2.3%
<b>Grand Total</b>	<b>7,796</b>	<b>100%</b>

\*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 2019 FIRST-TIME, FULL-TIME COHORT**

<b>First-time, Full-time Cohort</b>	<b>Number in Cohort</b>	<b>Graduated within two years</b>	<b>Percent of Total</b>
Fall 2019	1,438	269	18.7%

Source: IPEDS Graduation Rate Survey, 2022-23; Graduation rates are through August 31, 2022.

**THREE-YEAR GRADUATION RATE BY RACE/ETHNICITY OF THE FALL 2019 FIRST-TIME, FULL-TIME COHORT**

<b>Race/Ethnicity</b>	<b>Fall 2019 Cohort</b>	<b>Graduate within 150%</b>	<b>Percent of cohort within Race/Ethnicity</b>
American Indian or Alaska Native	3	2	66.7%
Asian	35	11	31.4%
Black or African American	409	113	27.6%
Hispanic/Latino	689	232	33.7%
Native Hawaiian or other Pacific Islander	3	0	0.0%
Nonresident alien	21	15	71.4%
Unknown	54	28	51.9%
Two or More Races	29	17	58.6%
White	195	87	44.6%
<b>Total</b>	<b>1,438</b>	<b>505</b>	<b>35.1%</b>

Source: IPEDS Graduation Rate Survey, 2022-23; Graduation rates are through August 31, 2022.

**TRANSFER-OUT RATE BY RACE/ETHNICITY OF THE FALL 2019 FIRST-TIME, FULL-TIME COHORT**

<b>Race/Ethnicity</b>	<b>Fall 2019 Cohort</b>	<b>Transfer within 150%</b>	<b>Percent of cohort within Race/Ethnicity</b>
American Indian or Alaska Native	3	0	0.0%
Asian	35	7	20.0%
Black or African American	409	32	7.8%
Hispanic/Latino	689	46	6.7%
Native Hawaiian or other Pacific Islander	3	0	0.0%
Nonresident alien	21	0	0.0%
Unknown	54	3	5.6%
Two or More Races	29	2	6.9%
White	195	21	10.8%
<b>Total</b>	<b>1,438</b>	<b>111</b>	<b>7.7%</b>

Source: IPEDS Graduation Rate Survey, 2022-23; Graduation rates are through August 31, 2022.

Union County College enrolled 1,438 first-time, full-time certificate- or degree-seeking students in the Fall semester of 2019. From this cohort of first-time, full-time students, a total of 505 students graduated within 150% of normal time to completion. This calculation is used to determine the College's graduation rate (35.1%).

A total of 111 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 (7.7%).

## **2. THIRD SEMESTER RETENTION RATE**

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

<b>FULL-TIME</b>		
Fall 2021 First-time, Full-time Undergraduates	Retained in Fall 2022	Fall 2022 Retention Rate
1,293	861	66.6%

Source: IPEDS Fall Enrollment Survey, 2022 (Part E)

In the Fall 2021 semester, Union County College enrolled 1,293 first-time, full-time degree- and certificate-seeking students. A total of 861 students were retained in the Fall 2022 semester, representing a 66.6% retention rate of the first-time, full-time cohort.

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

<b>PART-TIME</b>		
Fall 2021 First-time, Part-time Undergraduates	Retained in Fall 2022	Fall 2022 Retention Rate
446	222	49.8%

Source: IPEDS Fall Enrollment Survey, 2022 (Part E)

The College enrolled 446 first-time, part-time degree- and certificate seeking students in Fall 2021. A total of 222 students were retained in the Fall 2022 semester, representing 49.8% of the first-time, part-time cohort.

## E. Faculty Characteristics

### 1. FULL-TIME FACULTY BY RACE/ETHNICITY, GENDER AND TENURE STATUS, FALL 2022:

Tenured	Professor		Associate Professor		Assistant Professor		All Others		Total	
	M	W	M	W	M	W	M	W	M	W
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
Hispanic/Latino	1		1	1	1	1			3	2
Native Hawaiian or other Pacific Islander									0	0
Nonresident alien									0	0
Unknown									0	0
Two or More Races									0	0
White	9	13	4	15	2	2			15	30
<b>Total Tenured (N=77)</b>	<b>18</b>	<b>19</b>	<b>7</b>	<b>21</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>30</b>	<b>47</b>

Without Tenure	Professor		Associate Professor		Assistant Professor		All Others		Total	
	M	W	M	W	M	W	M	W	M	W
American Indian or Alaska Native										
Asian										
Black or African American						3				3
Hispanic/Latino										
Native Hawaiian or other Pacific Islander										
Nonresident alien										
Unknown										
Two or More Races										
White										
<b>Total Without Tenure (N=3)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>

M=MEN, W=WOMEN

Source: IPEDS Human Resources Survey, 2022-23

The vast majority of Union County College’s full-time faculty hold tenure (96.3%). Additionally, over sixty percent (62.5%) of all full-time faculty are women.

**2. PERCENTAGE OF COURSE SECTIONS TAUGHT BY FULL-TIME FACULTY, FALL 2022:**

Number of Course Sections	Taught by Full-time Faculty		Taught by Part-time Faculty		Taught by Others	
	N	%	N	%	N	%
1,166	335	28.7%	809	69.4%	22	1.9%

Source: TIC Report, Fall 2022.

Most Fall 2022 course sections were taught by part-time faculty (69.4%), with full-time faculty teaching 28.7% and academic specialists teaching almost 2.0% of sections.

**3. RATIO OF FULL- TO PART-TIME FACULTY, FALL 2022:**

Full-time Faculty		Part-time Instructional Staff		Total	
N	%	N	%	N	%
80	14.3%	478	85.7%	558	100%

Source: IPEDS Human Resources Survey, 2022-23

By faculty count, part-time instructors represented 85.7% of all Fall 2022 instructional staff. The college's full-time faculty accounted for the remaining 14.3%.

**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	-	-	-	-	6	-	10
Female	-	-	1	-	-	1	-	2
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. George A. Castro, II  
President and CEO, Atlantic Real Estate Pros, Inc.
- Mr. Daniel J. Connolly, CPA  
Managing Director, Connolly & Co., P.C.
- Mr. Miguel A. Figueredo  
Council Organizer, Eastern Millwright Regional Council
- Mr. Jeffrey H. Katz, Esq.  
Principal Wireless Solutions Architect, PSEG Services Corporation  
Attorney At Law, Law Offices of Jeffrey H. Katz
- 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
- Mr. George E. Stephens  
Student Representative

**Ex-Officio**

Dr. Margaret M. McMenamain      College President, Union College of Union County, NJ

**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	-	-	1	-	14	-	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 of Union County, NJ 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 of Union County, NJ

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. Victor M. Richel

President and CEO, Richel Family Foundation

Mr. James Roundtree III

Managing Director, BNY Mellon Pershing

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. McMenamín      College President, Union College of Union County, NJ

---

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 2023**

#### **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
- Environmental Science – Sustainability, option through Biology
- 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
- 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/RWJBH
- 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 Courses
- 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

Academic Specialist **Hadih Afshani** served as a student advisor at the Union County Office of Cultural & Heritage Affairs- Teen Art, May 2022-2023.

**Dr. Mandana Ahsani** served as a Trustee of the College Foundation Board.

**Dr. Lenard Anyanwu** presented at the 2023 American Economic Association Conference, held in New Orleans, Louisiana. He served as a volunteer for the Franklin Board of Education Career Fair program, as a Chairman of the Board, Imo State (Nigeria) Think-Thank, and as a Board Member, Obowu University Foundation.

**Mr. Tereke Bell** received the 2023 New Jersey Education Association (NJEA) Higher Education Educational Support Professional Member of the Year.

**Dr. Anna Brophy** received the *Five Star Chapter Advisor Completion Award* from Phi Theta Kappa International Honor Society.

Librarian **Elsa Bruguier** served as a member of the New Jersey Library Association, College & University Section (NJLA CUS)/New Jersey Chapter of the Association of College and Research Libraries (ACRL-NJ), and as a mentor in the Job Shadowing program for Master of Library and Information Science (MLIS) students interested in academic library careers.

**Dr. Tinny Cheung** co-presented, with **Mr. Duane Reid**, *Student Success Initiatives at Union: Improving Graduation Rates of First-Time, Full-Time Cohorts, Black Males, and Latinx Students* at the 2023 National Association of Student Personnel Administrators (NASPA) Annual Conference, April 2023.

**Dr. Susannah Chewing** served as a member of the History Committee at the Martin Luther King, Jr. Association of Westfield, NJ, as a member of the *Daughters of the American Revolution* organization, and as a Union County Administrator, for Free Mom Hugs, NJ.

Associate Professor **Michele Cislo** was awarded the 2023 Neblett Award for Academic Excellence in Teaching and Learning.

**Dr. Mahua De** presented *Reflection, Empathy, Collaboration, and the Research Paper* and co-presented, with Professor **Deborah Kemp-Jackson** and Professor **Carrie Steenburgh**, *Pandemic Tech Tool Kit*, at the Two-Year College English Association Northeast (TCYCA-NE) Beyond the Mask: The Two-Year College in Transition Conference.

**Illya DeVera-Bonilla** served as a Board member for the NJ League for Nursing.



Dean **William Dunscombe** was inducted into the NJCAA Division III Men's Golf Coaches Association Hall of Fame in June 2023. He was a member of New Providence Board of Adjustments, member of the Board of Directors of the New Providence Lions Club, and a member of 1896 Society of Delaware Valley University.

Professor **Jennifer Ebert** received the “Advisor of The Year Award” at the College Life Awards Assembly.

**Dr. Tracy Felton**, senior Professor in Biology, received the Phi Theta Kappa *Paragon Award* for New Advisors in April 2023. She served as a volunteer Public Speaking Coach for the New Jersey Orators of Somerset, NJ and received the *Five Star Chapter Advisor Completion Award* from Phi Theta Kappa Honor Society.

Assistant Professor **Roberto Garcia**'s book *What Can I Tell You? Selected Poems* was published by Flowersong Press in December 2022. He was selected by the NJ State Council on the Arts as a 2023 poetry fellow. He also performed poetry at the “Afro-Latinx Poetry Now” event at the University of Notre Dame, organized by the Institute for Latino Studies and the Initiative on Race and Resilience in September 2022.

**Dr. Demond T. Hargrove** received the National Association of Student Personnel Administrators (NASPA) Community College Professional award, August 2022.

Associate Professor **Sherry Heidary** served as a Trustee of the Union College of Union County, NJ Foundation, as a Commissioner for the Union County Commission on the Status of Women, as a board member for Union County YWCA, and as a member of the Union College of Union County, NJ Foundation Planning Committee. She also moderated a panel on “Unlocking the Power of Mentorship” at the Union County Women Mean Business Summit, June 2023.

Academic Specialist **Amjed Hedhli** was selected as one of the 2023 Union College of Union County, NJ Foundation Dr. Richard F. and Barbara Neblett Prize winner for Teaching Excellence and commitment and dedication to the College's students.

Professor **George Hildrew** served as Union's participation coordinator for Mental Illness Benefit in the Westfield Art Gallery, September 2022, and as Union's student participation coordinator for the Art Gallery at the Elizabeth Tourism Welcome Center, February 2023.

**Dr. Lisa R. Hiscano** served on the Board of Directors for the YWCA of Eastern Union County, Board of Directors for the Greater Elizabeth Chamber of Commerce, and as an Executive Board member for the New Jersey Business & Industry Association (NJBIA) Union County Employer Legislative Committee.

Director of Libraries **Jane Jiang** presented at the Virtual Academic Library Environment (VALE) Spring conference on “Teamwork” in January 2023. She was a panelist in the 2022-23 Chinese American Librarians Association (CALA) annual conference SE Chapter in Flushing and NE Chapters Online on the topics of "Breaking Cultural Boundaries: Establishing Strong Relationships with Your Library Team." She serves as a member of the New Jersey Library Association (NJLA) Professional Development Committee and was a presenter on Bibliography “Baduanjin” Qigong Exercises at the College’s Professional Development Event.

Professor **Deborah Kemp-Jackson** co-presented, with **Dr. Mahua De** and Professor **Carrie Steenburgh**, *Pandemic Tech Tool Kit*, at the Two-Year College English Association Northeast (TCYCA-NE) Beyond the Mask: The Two-Year College in Transition Conference.

**Dr. Mushtaq Khan** received the *League for Innovation Excellence Award*, April 2023 from the League for Innovation in the Community College.

**Dr. Constance Kozachek** served on the Advisory Board of Practical Nursing at Union College and Kean University. She was a contributing author of Chapter 5 (revision), *Cultural Assessment - 6th Edition, Health Assessment & Physical Assessment (June-October)*, Cengage Group. She also had a podium presentation of her research at the Sigma Theta Tau International Nursing conference in Texas, and the Easter Nursing Research Society (ENRS) in Philadelphia.

**Dr. Maris Lowm** 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).

Academic Specialist **Joseph M. Margiotta** presented the lecture “It Wasn’t Just Greece – Evidence for Democracy in Native Amerindian Societies” for Union College Museum Day, in honor of National Native American Heritage Month and held in conjunction with the Smithsonian Institution’s “Voices and Votes: Democracy in America” exhibit.

Associate Professor **Katherine Mastrantonio** served as a volunteer at the Bread of Life Soup Kitchen – Free Union Church.

**Dr. Joyce Maxwell** served as a Fulbright Program Specialist for 2022. She presented on her experience in Poland and about the program in April 2023. Professor Maxwell worked with RWJ Barnabas Health Trinitas **Dean Santee** and faculty.

**Dr. Margaret M. McMenam** served as a member of the executive committee of the New Jersey Presidents' Council, the Governing Board for the Hispanic Association of Colleges and Universities (HACU), 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 NJ Israel Commission, and the Higher Education Research & Development Institute (HERDI) Advisory Board. Dr. Margaret M. McMenam received the 2023 Woman of the Year award by the Irish Business Association, part of the Greater Westfield Area Chamber of Commerce.

**Dr. Sophia Mitra** presented "Universal Design for Learning: A Student-Centric Approach" at the Two-year College English Association – Northeast Conference, October 2022. She served on the Board of Trustees for *Sreeshti*, a non-profit social organization for Indian Americans in Central Jersey, worked as a volunteer for the *Hope Foundation*, a charity organization in the US & India for street children, and as a volunteer peer tutor for *ENGIN*, a Ukrainian based organization.

**Dr. Marie Montes-Matias** was accepted as a Fellow for the Biological Networks in Ecology and Evolution. She also served as a mentor for "Semillas del Triunfo" in Puerto Rico, a program that prepares girls for STEM programs.

**Dr. Thomas Ombrello** served as member of New Jersey Department of Environmental Protection (NJDEP) Big and Historic Tree Group. He revised the Guide to Union College's Historic Tree Grove. He presented programs on Union College's Historic Tree Grove, conducted tours of Union College's Historic Tree Grove, conducted tours of Fairview Cemetery's trees, provided seedling offspring of College's historic trees, and provided tree advice to homeowners, public parks, and museums. Dr. Ombrello and the College's Historic Tree Grove were featured in an article by the Star-Ledger on April 22, 2023.

**Dr. Phillip Papas** co-authored, with **Dr. Michele Rotunda**, "Patriotism and Protest: Joseph T. Angelo and the Bonus March" published by the online peer-reviewed journal *New Jersey Studies: An Interdisciplinary Journal*. Summer 2023, Vol. 9 Issue 2. Dr. Papas gave a lecture on "The Loyalists of the American Revolution" at Saint Paul's Church National Historic Site in Mt. Vernon, NY, September 2022.

**Dr. Bernard A. Polnariev** 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. Dr. Polnariev presented along with **Drs. Lisa Hiscano** and **Donovan Smalls** on Union’s Manufacturing & Supply Chain Management Collaborative – Center for Workforce Innovation with NJCCC and NJBIA in October 2022. He also presented with Dr. J. Billings & J. Hagerott on Affordable Course Materials: How Schools Lower Costs (October 2022). Dr. Polnariev presented with Dr. T. A. Murrell & V. Evans on an Inside Higher Education webinar titled, Academic Leadership All-Star Panel: Driving Change for Student Success (May 2023).

**Dr. Elizabeth Ramos** served as a HISPA Role Model for Hispanics Inspiring Students’ Performance and Achievement (HISPA) in November 2022 and February 2023. She served as a Girl Scouts of Heart New Jersey parent volunteer 2022- 2023.

**Mr. Duane Reid** co-presented, with **Dr. Tinny Cheung**, *Student Success Initiatives at Union: Improving Graduation Rates of First-Time, Full-Time Cohorts, Black Males, and Latinx Students* at the 2023 National Association of Student Personnel Administrators (NASPA) Annual Conference, April 2023.

**Mr. Isaias Rivera** served as a Commissioner for the City of Elizabeth Planning Board, as a Board member of the Elizabeth Board of Education, and as a member of the Union County Fatherhood Initiative Coalition.

**Dr. Cynthia Roemer** served as chair and immediate past chair of the Multiple Systems Atrophy Coalition. She is also a co-founder and volunteer for support services for Multiple Systems Atrophy New Jersey (MSA NJ).

**Dr. Michele Rotunda** co-authored, with **Dr. Phillip Papas**, “Patriotism and Protest: Joseph T. Angelo and the Bonus March” published by the online peer-reviewed journal *New Jersey Studies: An Interdisciplinary Journal*. Summer 2023, Vol. 9 Issue 2. Dr. Rotunda gave the talk “Wives of Drunkards: Domestic Violence and Temperance Reform in 19th Century America,” at the Union County Historical Society, March 2023.

**Dr. Melissa Sande** co-authored, with Christine Battista, *Literary Feminist Ecologies of American and Caribbean Expansionism: Errand into the Wilderness*, Routledge - Taylor & Francis Group, 2023.

**Dr. Roseminda Santee** served as a Board Member for the NJ League for Nursing, in the Bylaws Committee of the National League for Nursing, on the Certified Nurse Educator Committee on nurse educator practice analysis for the National League for Nursing (NLN), served on the Advisory Boards of Rutgers School of Nursing and St. Elizabeth University. Dr. Santee also served as a Chair for Grants and Research for the Philippine Nurses Association of America Foundation and was a member of Veterans of Foreign Wars (VFW) Post 4697 in North Arlington, NJ.

**Dr. Wallace E. Smith** authored *Sketchbook for Girls* and *The Bible Coloring Book for Newbies*, self-published, 2023.

Professor **Carrie Steenburgh** served as a Girl Scouts of America Parent Volunteer. She also co-presented, with **Dr. Mahua De**, *Pandemic Tech Tool Kit*, at the Two-Year College English Association Northeast (TCYCA-NE) Beyond the Mask: The Two-Year College in Transition Conference.

**Ms. Marlene Sousa** served as a peer evaluator for the Middle States Commission on Higher Education (MSCHE).

Librarian **Karen Venturella** coauthored an article with Breland, M., & Shapiro, S. (2023). Looking Back, Looking Ahead: Lessons Learned from the Pandemic (Are we Prepared for the Next Pandemic). *Library Leadership & Management*, 37(2). She also served as a co-chair of the St. Teresa of Avila GreenFaith Ministry, as a member of the Summit Recycling Advisory Committee, and a member of the Summit Area GreenFaith Circle.

**Dr. Lori Wilkin** served as a peer evaluator for the MSCHE and as a member of the Advisory Board for HERDI Innovate. Dr. Wilkin serves as Chair of the New Jersey Council of Community Colleges Business Officers Affinity Group. She also serves on the Eastern Association of College and University Business Officers (EACUBO) as a board member on the Program & Services Committee. Dr. Wilkin presented on Strategic Planning for a Successful Grants Culture, Funding Equity on Campus through Grants, and Find Your Funding for Digital Transformation at the Ellucian LIVE Conference, March 2023. Dr. Wilkin co-presented on the Joint Purchasing Consortium of NJ Community Colleges - A Success Story at the EACUBO Conference, March 2023.

Union County College was renamed Union College of Union County, New Jersey on July 1, 2022.

Union College of Union County, NJ was selected as a Semifinalist for the Aspen Prize for Community College Excellence for 2023 by the Aspen Institute College Excellence Program.

Union College of Union County, NJ was recognized with the 2023 "Best Honors Program" across all NJ community colleges by Intelligent.com.

Our American Sign Language (ASL) program, led by Associate Professor **David Rivera**, was ranked the most popular ASL program in NJ in 2023 by CourseAdvisor.com

Two Union students were selected as recipients of the Jack Kent Cooke Foundation (JKCF) Undergraduate Transfer Scholarship, **Junaid Ilyas** and **Carine Medellus**.

**Carine Medellus** was selected for the highly coveted and selective 2023 All-USA Academic Team. She was presented with a resolution by Joseph Cryan (LD-20), Senate President Nicholas Scutari (LD-22), and Senator Jon Bramnick (LD-21) at a session of the NJ Senate at the State House in Trenton, March 2023.

**Junaid Ilyas** was selected as a 2023 Kaplan Education Leadership program scholar.

**Ozichi Chinedu** was named a 2023 Coca-Cola Academic Team Silver Scholar.

**Najah Goodman**, an alumna published a book, *Chart Like a Boss: A Documentation Guide for Nurses*, Ink & Needle Publishing, in February 2023.

**Patrick Murray** is the 2023 Region XIX Golf Champion and Union's second All-American in Golf NJCAA Division III.

**Trinitas School of Nursing** was recognized as a 2020-2024 Center of Excellence in Nursing Education by the National League for Nursing.

The Computer Science/Cyber Security Club was selected as one of 2023 Union College of Union County, NJ Foundation Dr. Richard F. and Barbara Neblett Prize winners for Service to the College Community. The advisor for the Club is Academic Specialist **Amjed Hedhli**.

## I. Major Capital Projects Underway, Fiscal Year 2023

During the 2022-23 fiscal year, the following capital projects and improvements were undertaken at Union College:

### CRANFORD CAMPUS

---

The construction of the new Electrical Substation to provide redundancy in times of major power disruptions of the main power grid entering the campus has begun. This project will be done over a couple of fiscal years.

Three classrooms in the Student Development Breezeway have been converted to a Center for Adult Transition (The NEST), Adult Learners lounge and a relocated Veteran's Lounge.

The One Stop in the student Development Building has been renovated to add six workstations for Operation Graduation and eight workstations for Admissions staff.

Renovations have been made to the 1<sup>st</sup> floor of MacDonald Hall to provide for a new Student Food Pantry and a Clothes Boutique. Design documents have started for equipment replacement and redesign of the servery and Kitchen.

### ELIZABETH CAMPUS

---

Planning for a new Engineering Education Hub on the third floor of the Lessner building continues.

The replacement of the existing escalators in the Lessner building is planned, pending funding.

The final leg of repair and renovations in the Kellogg Building, because of the flooding from IDA, is being completed. This involves the relocation of the emergency generator from the basement to the apron along the parking lot in the rear of the building.

### 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. The work towards the demolition of the old steakhouse has been initiated. Removal of oil tanks and asbestos containing materials are on the way. This will be followed by the demolition of the structure.

### SCOTCH PLAINS CAMPUS

---

Construction phase of the Utility Separation project has begun. This will lead to the College having separate utility system from the VoTech buildings.