COUNTY COLLEGE OF MORRIS
BOARD OF TRUSTEES MINUTES
REGULAR MEETING
May 21, 2019

CALL TO ORDER
Board of Trustees Chair Paul R. Licitra called the regular meeting of the Board of Trustees of the County College of Morris to order at 6:00 p.m., in the Board Room, Henderson Hall. Chair Licitra stated that in compliance with the Open Public Meetings Act of the State of New Jersey, adequate notice of this Regular Meeting of the Board of Trustees has been satisfied by the inclusion of the date, and time of this Regular Meeting in the annual notice of regular meetings of the Board. Such annual schedule and notice of regular meetings is posted on the bulletin board outside the President's Office, was mailed to the Daily Record and Star Ledger, and was filed with the Clerk of the County of Morris on November 20, 2018.

ROLL CALL
Trustees Advokat, Aprile, Dredden, Hadzima, Milonas, Pepe, Weisberg, and Chair Licitra were in attendance. Trustees Allen-McMillan, Frost, Raymond, and Alumni Trustee Seligson were absent. President Iacono and Attorney Chait were also in attendance.

ADOPTION OF RESOLUTION TO DISCUSS MATTERS IN CLOSED SESSION
RESOLVED, At the Regular Meeting of the Board of Trustees on May 21, 2019, that pursuant to Sections 7 and 8 of the Open Public Meetings Act, the following subjects be discussed in a session closed to the public at approximately 6:00 p.m., Henderson Hall, Room HH 103.
1. Compensation for Professional Services
2. Acceptance of Employee Resignations and Retirements
3. New Employee Appointments
4. Revisions to Adjunct Faculty Appointments and Salaries, Spring 2019 Semester
5. Reappointment of Management, Confidential Administrative Support Staff, Academic-Administrative Personnel Federation, CCM Staff Association, and Part-Time Employees
6. Ratification of Contract with the ACAC Bargaining Unit
7. Matters involving the attorney-client privilege.

It is anticipated that all of the above items will be disclosed to the public at the reconvened session of the Board at 6:30 p.m. with the exception of Item #7.

Upon the motion of Trustee Pepe and the second of Trustee Weisberg, Chair Licitra called for discussion by members of the Board. There being no discussion, Chair Licitra called for a voice vote of the Board. The voice vote of the Board indicated that all present were in favor. The meeting was closed to the public at 6:02 p.m. The public meeting reconvened at 6:30 p.m.

PLEDGE OF ALLEGIANCE
Chair Licitra invited everyone to rise and salute the flag. Everyone rose, saluted the flag and recited the Pledge of Allegiance. Following the flag salute the Board of Trustees and others present at the meeting observed a moment of silence.

APPROVAL OF MINUTES
Chair Licitra called for consideration of the minutes of the regular meeting of April 23, 2019, including the closed session. Upon the motion of Trustee Pepe and the second of Trustee Hadzima, Chair Licitra called for a voice vote of the Board. The voice vote of the Board indicated that all present were in favor of the minutes as distributed.

RECOGNITION OF RETIRING EMPLOYEE
Dr. Roger McCoach, Professor of Mathematics, was recognized for his service and dedication to the college.

PRESENTATION ON THE PROMETHEAN
Professor Kathleen McNeil, Advisor to The Promethean, presented copies of The Promethean to the Trustees, and described the process of creating the literary magazine including using the QR code to connect to a YouTube video of the students.

VISION 2028
Dr. Phil Linfante, Chair, and Dr. Aaron Fichtner, President, New Jersey Council of County Colleges, presented the framework for Vision 2028 and the future plans for county colleges in New Jersey. The document presented is on file in the Office of the President. Chair Licitra encouraged the Trustees to get involved with Vision 2028 and volunteer to serve on a committee.

REPORT OF THE PRESIDENT
President Iacono referred the Board to the written Report of the President that is on file in the Office of the President.

REPORT OF THE TREASURER
Treasurer Advokat moved for the adoption of the following resolutions.

A.   RESOLVED, That the check numbered 15482 in the amount of $210,600.00 be approved and payment authorized for capital improvements.

B.   RESOLVED, That in accordance with the County College Contracts Law, a purchase order be issued to the following vendor for a purchase that is exempt from public advertising and as an exception to the requirement for public advertising:

Ref #	Description	Vendor	Amount
9	Streaming video services	College Anywhere Blackwood, NJ	$22,500.00 Estimated

Streaming video services for online courses utilizing the Annenburg and Governors State video libraries with an annual license fee of $14,000.00. Video's streamed outside of those in the above libraries are priced as follows: Video Producers fee per video @ $500.00, License fee per student @ $22.00 and streaming fee per student @ $16.00. The College is billed in arrears for services rendered. (Information Systems).

Ref #	Description	Vendor	Amount
9	Blackboard License Fees	NJ Council of County Colleges Trenton, NJ	$40,262.93 Estimated

Blackboard, Inc. annual licensing fees for Product Services AS-LC-HE-P (Formerly WebCt Licensing) for FY19/20. This represents year two (2) of a three (3) year contract. (Learning Resource Center).

Ref #	Description	Vendor	Amount
6	VALEnj Subscription	NJEDge.net Newark, NJ	$59,000.00 Estimated

Subscription to the Virtual Library Environment of New Jersey databases for FY19/20.

C.   RESOLVED, That in accordance with the County College Contracts Law, purchase orders be issued to the following state contract vendors:

State Contract #	Description	Vendor	Amount
G2075, #40469	Service, Maintenance & Supplies	Xerox Corporation St. Petersburg, FL	$103,000.00 Estimated

Full-service maintenance agreements for FY19/20 on Nuvera DPS 144 for $23,000.00, Nuvera MFF 120 for $19,000.00, Color Press 1000 XC1000P $50,000.00 and printing supplies for

$11,000.00. The total contract amount for maintenance is based on projected usage – actual usage will be determined based on the number of printing requisitions received from both CCM, County of Morris and outside non-profit organizations. (Print Shop).

State Contract #	Description	Vendor	Amount
MCCPC 1	Mid-grade 89 Octane Gasoline and	Griffith-Allied Trucking DBA Allied Oil, LLC	$35,000.00 Estimated
MCCPC 12	Ultra-Low Sulfur Diesel Fuel	Manville, NJ	

Blanket Order term 7/1/19 thru 12/31/19 for payment and delivery of mid-grade 89 octane gasoline and ultra-low sulfur diesel fuel as needed. (Plant and Maintenance Department).

State Contract #	Description	Vendor	Amount
A81711	Rio Chairs	Exemplis Corp. Cypress, CA	$38,136.00

Three Hundred (300) Rio Chairs #1051FT1.PS @ $127.12 = $38,136.00 for Student Community Center – Davidson Rooms.

State Contract #	Description	Vendor	Amount
A81613	Storm Tables, Glides, and Carts	Business Furniture Inc. Parsippany, NJ	$55,269.28

Thirty-four (34) Storm Folding Tables 60" Diameter and 29" High Laminate Top #ST5T @ $1,295.18 = $44,036.12. Thirty-four (34) Optional Stabilizing Glides #241111 @ $12.40 = $421.60. Eight (8) Storm Tables 30 x 30 Square Laminate Tops @ $203.36 = $1,626.88. Eight (8) Table Bases #2402-22 @ $220.72 = $1,765.76. Eight (8) Stand Up Height Base Option @ $32.24 = $257.92. Eight (8) Stabilizing Glides #SLLG4 @ $13.02 = $104.16. Six (6) Table Carts for 60" Round Folding Tables @ $1,176.14 = $7,056.84 for Student Community Center – Davidson Rooms.

State Contract #	Description	Vendor	Amount
A87720	Smartnet Renewals for Maintenance Svcs. for software and hardware	Core BTS Chicago, IL	$29,087.48 Estimated

Smartnet Maintenance Service Agreement for FY19/20 for networking infrastructure, switches, routers, software and licensing.

State Contract #	Description	Vendor	Amount
15-86	Internet and Related Services	NJEdge.net Newark, NJ	$70,000.00 Estimated

Internet Services and Extended Services provider @ $66,000.00; Annual dues @ $4,000.00 estimated for FY19/20 (Information Systems).

D.   RESOLVED, That in accordance with the County College Contracts Law, purchase orders be issued to the following vendors for purchases following public advertising:

Bid #.	Description	Vendor	Amount
B1819-69DD	Printing Services Paper	Paper Mart, Inc.	$29,000.00
		East Hanover, NJ	Estimated

Printing Services paper for the Print Shop for a six (6) month period, June 1, 2019 through November 30, 2019.

Bid #.	Description	Vendor	Amount
B1718-05DD	Snow Removal	Shauger Property	$275,750.00
		Services, Inc.	Estimated
		East Orange, NJ	

Snow Removal and De-Icing Services for FY19/20 (third year of three-year contract). Pricing estimate of $275,750.00. Estimated hourly pricing for labor and vehicle rates are: Class A Single Axle 10-20-ton Plow Vehicle with 10' Plow/11'Plow = $175.00/hr; Class C ½-5 ton Plow Vehicle with 8' Plow/9' Plow = $160.00/hr; Front End Loader with Minimum 2 Cubic Yard Bucket Capacity = $250.00/hr; Class A Single Axle 10-20 ton Vehicle with Minimum 10 Ton Spreader = $100.00/hr; Salt per Ton = $100.00; Rock Salt/Grit Mix per Ton = $150.00; Standard Hourly Labor Rate (Flat Rate) = $75.00. (Plant and Maintenance Department).

Trustee Weisberg seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor. The Report of the Treasurer was concluded.

PERSONNEL MATTERS
Committee Chair Weisberg moved for the adoption of the following resolutions.

A. RESOLVED, That the Board of Trustees approve compensation for those persons listed on Attachment #1 for professional services to the College for the purposes stated on Attachment #1.

B. BE IT RESOLVED, That the Board of Trustees approve the acceptance of the following employee resignations and retirements:

- Elizabeth Bahnatka, retirement, effective 7/31/19
- James Bising, retirement, effective 6/21/19
- Gloria Bolan, retirement, effective 7/31/19
- Joan Brueche, retirement, effective 7/31/19
- Maria Hidalgo, resignation, effective 4/3/19
- Kathleen Horan, resignation, effective 6/21/19
- Harvey Jackson, retirement, effective 8/30/19
- Maureen Lamberto, resignation, effective 4/26/19

Trustee Advokat seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

C. RESOLVED, That the new employee appointments listed on Attachment #2 be approved.

D. RESOLVED, That the revisions to the adjunct faculty appointments and salaries for the 2019 Spring semester be approved as stated on Attachment #3.

Trustee Dredden seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

E.   BE IT RESOLVED, That the Management, Confidential Administrative Support Staff, and Part-Time employees listed on Attachment #4 be reappointed as indicated on Attachment #4 effective July 1, 2019 for the terms and conditions indicated; and

        BE IT FURTHER RESOLVED, That the Academic-Administrative Personnel Federation employees be reappointed with salaries/wages subject to negotiation on Attachment #4 effective July 1, 2019 for the terms and conditions indicated; and

        BE IT FURTHER RESOLVED, That the CCM Staff Association employees be reappointed on Attachment #4 effective July 1, 2019 for the terms and conditions indicated.

Trustee Advokat seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

F.   Having been notified that the Association of Academic Chairs and Assistant Chairs of County College of Morris (ACAC) has ratified the terms of a three-year contract, beginning on August 29, 2018, through September 3, 2021 as set forth in the Memorandum of Understanding dated May 7, 2019;

        BE IT RESOLVED, That the Board of Trustees of the County College of Morris approve and ratify the contract as set forth in the Memorandum of Understanding dated May 7, 2019.

Trustee Dredden seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor. The Report of the Committee on Personnel was concluded.

COMMITTEE ON FINANCE AND BUDGET
Committee Chair Pepe moved for the adoption of the following resolutions.

A.   RESOLVED, that the following contract not solicited by public advertisement, be awarded based upon preclusion from consideration for the contract award of any contractor who is ineligible under N.J.S.A. 19:44A-20.4 by reason of a reportable political contribution.

Contractor	Nature of Contract	Term of Contract	Estimated Contract Value
Delta Connects	Proprietary Building Management Software	05/01/19-04/30/20	$24,818.00

        The form of resolution hereby adopted awarding the contract is set forth in Attachment #5.

Trustee Dredden seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

B.   RESOLVED, That the contract for the printing and mailing of two issues of the Workforce Development Continuing Education brochures be awarded to Engle Printing and Publishing Company, Inc. as indicated on Attachment #6.

Trustee Milonas seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor. The Report of the Committee on Finance and Budget was concluded.

COMMITTEE ON ACADEMIC AND EDUCATIONAL PROGRAMS
Committee Chair Hadzima moved for the adoption of the following resolutions.

A.   BE IT RESOLVED, That Section (l) Repeating Courses of the Policy Establishing Standards for Granting Degrees and Certificates be revised as indicated on Attachment #7 effective academic year 2019-2020.

Trustee Weisberg seconded the motion. Chair Licitra called for discussion by members of the Board. In response to a question from Trustee Pepe, Vice President Dr. Bette Simmons explained how the students would be advised when repeating courses for a third and subsequent time. There being no further questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

B.   BE IT RESOLVED, That the Board of Trustees of the County College of Morris approve the establishment of the Foundations in Business Certificate of Achievement.

C.   BE IT RESOLVED, That the name of the Early Childhood Development Certificate of Achievement be changed to Childcare Specialist Certificate of Achievement.

D.   BE IT RESOLVED, That the Board of Trustees of the County College of Morris approve the establishment of the Child and Family Studies Option within the Associate in Science Early Childhood Education degree; and

BE IT FURTHER RESOLVED, That President Anthony J. Iacono send notice of the new option to the New Jersey Presidents' Council Academic Issues Committee, and the New Jersey State Department of Military and Veteran Affairs.

E.   BE IT RESOLVED, That the Board of Trustees of the County College of Morris approve the establishment of the CDA Educational Endorsement Certificate of Achievement.

F.   BE IT RESOLVED, That the Board of Trustees of the County College of Morris approve the establishment of the XR (Virtual, Augmented and Mixed Reality) Certificate of Achievement.

Trustee Advokat seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor. The Report of the Committee on Academic and Educational Programs was concluded.

COMMITTEE ON ORGANIZATION, BYLAWS, PLANNING AND NOMINATION
Committee Chair Advokat moved for the adoption of the following resolution.

A.   BE IT RESOLVED, That the revisions to the Procedures and Criteria for Selection of Faculty/Dean Emeritus and Emerita, Section G. Rights and Privileges be approved and adopted as indicated on Attachment #8.

Trustee Milonas seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor. The Report of the Committee on Organization, Bylaws, Planning and Nomination was concluded.

COMMITTEE ON FINANCE AND BUDGET
Committee Chair Pepe moved for the adoption of the following resolution that was inadvertently omitted from the printed agenda. Committee Chair Pepe announced that the matter was discussed by the Committee and read aloud the full resolution.

      C.   RESOLVED, That the Board of Trustees hereby authorizes the application for the Carl D. Perkins Career and Technical Education Improvement Act of 2006 grant for fiscal year starting July 1, 2019 and ending June 30, 2020 (Project Number: 277155) in the amount of $430,929.

Trustee Dredden seconded the motion. Chair Licitra called for discussion by members of the Board. There being no questions or comments, Chair Licitra called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor. The Report of the Committee on Finance and Budget was concluded.

<u>MATTERS TO BE BROUGHT TO THE ATTENTION OF THE BOARD BY OFFICERS OF THE BOARD</u>
Treasurer Advokat wished the best for the CCM Women's Softball Team playing at the national tournament.

Secretary Hadzima complimented the organizers of the *Take Your Child to Work* program.

Secretary Hadzima also commented that the Trustees should review the role of the alumni representative in response to becoming more student centered. Chair Licitra asked that the Committee on Organization, Bylaws, Planning and Nomination review this topic.

Chair Licitra reported on the status of the Picatinny Innovation Center (PIC) scheduled to close later this year. Attorney Chait is working with the college on the dissolution of the PIC.

<u>NEW BUSINESS</u>
Trustee Milonas inquired about the status of the marketing research. President Iacono responded that the marketing research firm is expected to provide the results of their research in the summer.

<u>QUESTIONS AND COMMENTS FROM THE PUBLIC</u>
Chair Licitra called for questions or comments from the public at 7:46 p.m. The incoming officers of the Faculty Association of CCM (FACCM) introduced themselves to the Trustees present. The incoming FACCM officers are: James Capozzi, President; Dee McAree, Secretary; Ian Colquohoun, Vice President; Dr. Jason Hudzik, Treasurer. There were no further questions or comments from the public.

The being no further business to conduct, the public meeting was adjourned at 7:52 p.m.

Respectfully submitted,
Denise M. Bell
Recording Secretary

REMUNERATION FOR PROFESSIONAL SERVICES
FOR THE MONTH OF MAY 2019

NAME	DATES OF SERVICE	PAYMENT	REASON
Aria, Diana	7/2/18-8/17/18	$6,045.00	Co-Principal Investigator, NSF Noyce Grant
Ayres, Matthew	Feb/March 2019	$225.00	English Placement Essay Readings/Grading
Bahner, Hilda	3/18-28/19	$1,632.00	Taught ESL Early Beginner Part 1 for CPP
Bahner, Hilda	3/30/19;4/1-11/19	$1,938.00	Taught ESL Early Beg, Book 1 for CPP
Balish, Alexander	03/16/2019	$210.00	Taught HC Prof. BLS for CPP
Ballone, Carrie	03/12/2019	$400.00	Taught Emotional Intelligence for CBT
Ballone, Carrie	03/26/2019	$400.00	Taught Understanding Your Behaviors for CBT
Ballone, Carrie	4/4-9/19	$800.00	Taught Effective Influencing; Coaching & Mentoring for CBT
Ballone, Carrie	04/12/2019	$400.00	Taught Navigating Conflict for CBT
Berisha, Edmond	03/29/2019	$400.00	Taught Business Forecasting Using Statistical Modeling for CBT
Bilotti, Joseph	03/24/2019	$250.00	Site Manager for NJMTA
Birrer, Teresa	04/02/2019	$100.00	Workshop: Effective Study Strategies
Braden, Susan	3/31/19-4/6/19	$625.00	Horn 1 for Spring Musical
Burns, Caitlin	04/02/2019	$100.00	Workshop: Effective Study Strategies
Callahan, Patricia	3/19,20/19	$400.00	Taught SharePoint 2016 for Users & Owners for CBT
Cantelmo, Concetta	3/28/19, 4/4,11,17,18/19	$292.50	Testing Center Admin & proctoring coverage
Capozzi, James	1/3/19-5/1/19	$500.00	Poetry Submission Fees
Castriotta, Ralph	3/18-27/19	$376.00	Taught ESL Intermed. Book 3 for CPP
Castriotta, Ralph	4/1-10/19	$376.00	Taught ESL Intermed Book 3 for CPP
Ciccolella, Birthe	3/14,21/19	$800.00	Taught Word - Advanced & PowerPoint Advanced for CBT
Ciccolella, Birthe	03/26/2019	$400.00	Taught Access: Intermediate Database Skills for CBT
Cupo, Marina	3/18-28/19	$800.00	Taught ESL, Beginners & Level 3 for CBT
DelDuca, Leonard	3/21/19-4/6/19	$800.00	Taught Sound Design for Spring musical
Driver, Laura	Feb/March 2019	$285.00	English Placement Essay Readings/Grading
Duncan, Christina	2/13/19-3/2/19	$300.00	Choreography for Dance Theatre Showcase
Favia, Dale	3/14,20/19	$800.00	Taught Managing Multiple Priorities & Customer Serv for CBT
Favia, Dale	03/21/2019	$400.00	Taught Managing Multiple Priorities for CBT
Favia, Dale	3/5/19-4/11/19	$550.00	Taught Neighbors Helping Neighbors & Bus. Professionalism/CBT
Ferreira, Sharon	3/18-28/19	$816.00	Taught ESL Advanced, Book 4 & Intermed, Book 3 for CPP
Ferreira, Sharon	4/1-11/19	$816.00	Taught ESL Advanced, Book 4 & Intermed, Book 3 for CPP
Flynn, Kristin	2/13/19-3/2/19	$300.00	Choreography for Dance Theatre Showcase
Gabrielsen, Laura	Feb/March 2019	$435.00	English Placement Essay Readings/Grading
Gaffney, Anthony	2/2/19-3/23/19	$1,128.00	Taught AutoCad Level 1 Basic 2D Draw for CPP
Garbarino, Claude	3/2-23/19	$1,020.00	Taught CPT & HCPCS Coding for CPP
Garbarino, Claude	4/6-13/19	$408.00	Taught Navigating the Medical Record for CPP
Garver, Alyce	03/29/2019	$400.00	Taught Google Cloud: Learn online Apps for CBT
Gilberti, Laraine	3/12,14,19,21/19	$420.00	Taught MS Word for Women's Center clients
Gomez, Julian	3/18-27/19	$376.00	Taught ESL Beginner Book 2 for CPP
Gomez, Julian	4/1-10/19	$376.00	Taught ESL Beginner Book 2 for CPP
Gordon, Ramon	3/18-28/19	$816.00	Taught ESL Beginner Book 2 & Early Beg. Book 1 for CPP
Gordon, Ramon	4/1-11/19	$816.00	Taught ESL Beginner Books 2 for CPP
Grundfest, Robert	1/28/19-4/1/19	$1,410.00	Taught NPTNJ Preservice Component for CPP
Hester, John	3/5-26/19	$504.00	Taught WordPress for CPP
Jacobs, Samuel	3/7/19-4/4/19	$470.00	Taught Python Programming for CPP
Kari, Jessica	3/30/19-4/4/19	$459.00	Taught ESL Testing for CPP
Kilgore, Ron	03/22/2019	$400.00	Taught Blueprint Reading for CBT
Kilgore, Ron	04/12/2019	$400.00	Taught Geometric Dimensioning & Tolerancing for CBT

NAME	DATES OF SERVICE	PAYMENT	REASON
Lilley, Jeff	04/03/2019	$400.00	Taught Principles of Value Stream Mapping for CBT
Mach, Mary-Helen	3/19-28/19	$376.00	Taught ESL Beginner Book 2 for CPP
Mach, Mary-Helen	4/2-11/19	$376.00	Taught ESL Beginner book 2
Maione, RoseAnn	4/1,11,15,17/19	$262.50	Testing Center Admin & proctoring coverage
Mammon, Marielaine	1/22/19-4/6/19	$2,000.00	Director for Spring PA Musical 2019
Martinez, Christina	03/19/2019	$520.00	Taught Understanding Your Behaviors for CBT
Martinez, Christina	3/6,20/19	$800.00	Taught Managing Multiple Priorities Under Pressure for CBT
Martinez, Christina	04/02/2019	$400.00	Taught Communications-The Key to Office Coop. for CBT
Martinez, Christina	04/05/2019	$400.00	Taught Psychology of Winning Teams for CBT
McArdle, Colleen	2/13/19-3/2/19	$300.00	Choreography for Dance Theatre Showcase
McArdle, Colleen	3/7/19-4/6/19	$850.00	Choreographer for PA Spring Musical
McNeil, Kathleen	Sept. 2018-May 2019	$1,000.00	Advisor to the Promethean
Morales, Frank	03/22/2019	$200.00	Taught Linked In: Your Calling Card for CBT
Murphy, Frank	4/28-30/19	$300.00	Accompaniment for Spring Cabaret
Nachevnik, Igor	3/9/19-4/6/19	$1,530.00	Taught CompTIA A+ Essentials Software for CPP
Nolte, Cynthia	04/02/2019	$400.00	Taught Public Speaking Deliver Your Message w/ Confidence/CBT
O'Brien, Emily Rae	3/12,13/19	$800.00	Taught Excel for Beg. & Word Advanced & Interm. For CBT
Occhipinti, Georgann	03/19/2019	$400.00	Taught Planning to Achieve Your Goals for CBT
P:ublik, Stacy	3/19-28/19	$376.00	Taught ESL Beginner Books 2 for CPP
Perry, Toni	03/26/2019	$400.00	Taught ServSafe Food Handler for CBT
Perry, Toni	03/26/2019	$200.00	Taught ServSafe Food Handler for CBT
Petti, Ciro	03/26/2019	$400.00	Taught Tracking Projects Using MS Project for CBT
Petti, Ciro	1/29/19-3/5/19	$765.00	Taught Manage Project Performance for CPP
Petti, Ciro	04/10/2019	$400.00	Taught Agile Project Mgt Overview for CBT
Pravec, Norma	318-28/19	$816.00	Taught ESL Intermed, Book 3 for CPP
Pravec, Norma	4/1-11/19	$816.00	Taught ESL Intermed Book 3 for CPP
Publik, Donna	4/2-11/19	$376.00	Taught ESL Beginner Book 2 for CPP
Puizina, Donna	3/19-28/19	$376.00	Taught ESL Intermed, Book 3 for CPP
Puizina, Donna	4/2-11/19	$376.00	Taught ESL Intermed Book 3 for CPP
Rivera, Oliver	3/31/19-4/6/19	$625.00	Saxophone for Spring Musical
Rothman, Nancy	3/16/19-4/4/19	$1,500.00	Initial program setup & ongoing admin. oversight for CPP
Run-Kowzun, Trayer	2/13/19-3/2/19	$300.00	Choreography for Dance Theatre Showcase
Shedlawski, Joseph	03/15/2019	$400.00	Taught Supply Chain Management for CBT
Shera, Kathleen	2/2/19-3/30/19	$1,470.00	Taught Medical Billing for CPP
Smith, Keith	AY 2018-2019	$600.00	CTE Fellowship stipend
Smith, Keith	AY 2018-2019	$600.00	CTE Fellowship stipend
Sterzer, Kenneth	2/12/19-3/12/19	$252.00	Taught Total Rewards: Comp & Benefits for CPP
Stoler, Loryn	04/04/2019	$100.00	Workshop: Effective Study Strategies
Swern, Lauren	3/14/19-4/11/19	$504.00	Taught Prospecting for Grants for CPP
Swiss, Matthew	3/12/19-4/6/19	$2,000.00	Musical Director for Spring PA Musical
Sykes, Michelle	2/25/19-3/21/19	$1,008.00	Taught Anatomy for Healthcare Prof. for CPP
Taylor, Anna	3/18-27/19	$752.00	Taught ESL Beginner Book 2 & Intermed book 3 for CPP
Taylor, Anna	4/1-10/19	$752.00	Taught ESL Beginner & Intermed for CPP
Treibman, Judy	2/19/19-3/19/19	$504.00	Taught Total Rewards: Comp & Benefits & Strat HR for CPP
Viola, Thomas	2/16/19-3/23/19	$1,692.00	Taught Consultation, Documentation, & HIV for CPP
Watson, Gail	Feb/March 2019	$255.00	English Placement Essay Readings/Grading
Williams-Bogar, Rita	03/19/2019	$400.00	Taught Finance for the Non-Finance Professional for CBT
Wolfgang, Heather	04/09/2019	$100.00	Workshop: Factoring
Yost, Vivian	2/19/19-4/9/19	$252.00	Taught Total Rewards: Comp & Benefits & Strat HR for CPP
Zejnullahi, Preze	03/15/2019	$400.00	Taught Excel Regression Analysis & Interpretation for CBT
Zejnullahi, Preze	3/26/19, 4/5/19	$800.00	Taught Excel Intermediate & Advanced for CBT

The following actions commence as of the date indicated and end on June 30, 2020.

RATIONALE:	NAME:	EFFECTIVE DATE:	ACTION/ POSITION:	SALARY/ WAGE:
MANAGEMENT:				
POSITION RECLASS	Gilchrist, Michael	10-Jun-19	**_Appointed to:_** Associate Director Information Systems	$75,000
CCMSA:				
REPLACEMENT	Carper, Robert	28-May-19	**_Appointed to:_** Groundskeeper I Plant & Maintenance	$33,331
REPLACEMENT	Williams, Nicole	17-Jun-19	**_Appointed to:_** Department Administrative Assistant Biology/Chemistry	$33,000

ADJUNCT FACULTY APPOINTMENT AND SALARY REVISIONS
Spring 2019

Name	Department	From	To	Reason
Vanzini, Matthew	01050	$1,764.00	$882.00	Resignation
Weinfeldt, James	01420	$3,300.00	$4,538.00	Course/Credit Hours Added
Roccanova, Teresa	01050	$4,070.00	$5,184.00	New Faculty Added

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Management Employees

Name		Title
Maryanne	Agro	Executive Administrative Assistant to the Vice President
Janet	Akeson	Executive Administrative Assistant to the Vice President
Denise	Bell	Executive Administrative Assistant to the President
Katrina	Bell	Director of Institutional Grants & Federal Liaison
Laura Lee	Bowens	Registrar
Joan	Brueche	Executive Administrative Assistant
Kathleen	Brunet-Eagan	Director, Marketing & Public Relations
Thomas	Burk	Vice President, Human Resources & Labor Relations
Elaine	Cadden	Executive Administrative Assistant, SPSAS
Janique	Caffie	Dean of Student Development & Enrollment Management
John	Carey	Associate Director of Plant & Maintenance
Heather	Craven	Dean, Learning Resource Center
Christine	Dimas	Executive Administrative Assistant to the Vice President
Patrick	Enright	AVP Workforce Development & Dean of School of Professional Studies and Applied Science
Thomas	Gillon	Director, Network and User Services
Glenn	Hamilton	College Architect & Director of Facilities Planning
Joanne	Hugues	Executive Administrative Assistant
Harvey	Jackson	Director of Public Safety
Irena	Kaler	Director, Workforce Development & Community Partnerships
Mary	Kampas	Executive Administrative Assistant to CIO
Shelley	Kurland	Dean, Virtual Campus
Dawn	Latincsics	Compliance Officer
Jeffrey	Lubnow	Director of Auxiliary Enterprises
Monica	Maraska	Dean, School of Health Pfns & Ns
Jenny	Marcenaro	Dean, Learning Support & Opportunity Services
Kelly	Meola	Business Services Coordinator
Karyn	Norberg	Benefits Manager
Katie	Olsen	Executive Director, Foundation
Donald	Phelps	Director of Campus Life
Joseph	Ponturo	Director of Plant & Maintenance
Rita	Ragany-Bayer	Associate Director of Human Resources
Elizabeth	Rodgers	Associate Director, Workforce Development
Maria	Schiano	Director, Accessibility Services
Joseph	Schilp	Associate Director, Media Center
Denise	Schmidt	Director of Career Services & Cooperative Education
Bette	Simmons	Vice President, Student Development & Enrollment Management
Phebe	Soliman	Dean of Institutional Research
E. Rob	Stirton	Vice President, Institutional Effectiveness & Chief Information Officer
John	Sullivan	Director of Athletics
Donna	Tatarka	Director of Admissions
R. Mark	Tolleson	Associate Director of L.R.C.
Karen	Van Derhoof	Vice President, Business & Finance
Jessica	Wander	Director of Accounting
Pamela	Williams	Executive Administrative Assistant
Harvey	Willis	Director of Financial Aid
John	Young	Director of Budget and Compliance

* Pending successful completion of probationary period
** Pending continued grant funding

Confidential Administrative Support Staff

Name		Title
Diana	Hawley	Support Services Coordinator
Joanne	Leong Louie	Division Program Assistant
Mary Ellen	Poh	Administrative Assistant, Budget Office
Lori	Sanchez	Human Resources Assistant, Recruitment
Jean	Wallace	HR Assistant - Faculty Support
Lori	Zarandona	HR Assistant, HRIS & Temporary Staffing Liaison

Part Time Employees

Name		Title
Betzabe	Acevedo	PT Custodian I (evenings)
Rosemary	Albecker	PT Office Assistant
Bonny	Ames	PT Library Services Assistant
Bonnie	Ayers	PT Student Support Coordinator**
Adrienne	Black	PT Department Administrative Assistant, Engr. Tech/Engr. Science
Patricia	Borowski	PT Legal Program Administrator & Administrative Assistant**
Carla	Bortnick	PT Reference Librarian
Wendy	Brener	PT Office Assistant
Cheryl	Buzby	PT Program Coordinator* &**
Barbara	Cassidy	PT Lab Assistant III- Landscape & Horticultural Technology
Amanda	Ciesla	PT Career Tech Ed Program Specialist**
Christine	Cullen-Reed	PT Administrative Assistant
Scott	Davan	PT Reference Librarian
Tamara	Dawkins	PT Career Tech Ed Program Specialist - Non-Traditional**
Leonard	Del Duca	PT Facilities Assistant, Theatre*
Kathryn	Edwards	PT Office Assistant, Mathematics
Danielle	Fox	PT Student Success Specialist
Julie	Gause	PT Relationship & Social Media Coordinator
Tracy	Goerlitz	PT Paraprofessional
Maureen	Haggerty	PT Counselor, Women's Center**
John	Haggis	PT Library Services Assistant
Wendy	Huron Carmona	PT Lab Assistant II, Visual Arts - Design
Zulema	Jadue	PT Custodian I (evenings)*
Marina	Karpovitch-Belov	PT Program Analyst, E.O.F.**
Donna	Koenig	PT Office Assistant
Michele	Lee	PT Department Administrative Assistant, Radiography
Shannon	Lengares	PT Program Director, Women's Center**
Nina	Loiodice	PT Office Assistant, Business Administration
Eduardo	Lopez	PT E.O.F. Counselor**
Linda	Lopez	PT Custodian I (evenings)*
Lorianne	Madonna	PT Support Services Assistant
Suzanne	Maida	P/T Job Development Specialist, Job Locator Program (CWS)**
Maria	Mantlik	PT Administrative Assistant
Nancy	McDonough	PT Office Assistant/Receptionist
Roberta	McGrath	PT Office Assistant
Sharon	Meade	PT Computer Solution Specialist Evenings/Weekends
Kelly	Miller	PT Lab Assistant
Frank	Murphy	PT Lab Assistant I, Music Department
Kofi	Nantwi	PT Reference Librarian
Paul	Naval	PT Equipment Coordinator
Jeanette	Negron	PT Custodian I (evenings)
Alex	Novillo	PT Security Officer

* *Pending successful completion of probationary period*
** *Pending continued grant funding*

Part Time Employees (continued)

<u>Name</u>		<u>Title</u>
Brian	Pereyra	PT Lab Assistant II, Photography
M Colette	Perrothers	PT Administrative Assistant
Edgar	Pittenger	PT Library Services Assistant
Karissa	Przyhocki	PT Accessibility Support Specialist
Megan	Rahey	PT Office Assistant*
Ramon	Rivera	PT Custodian I (evenings)
Marisol	Ross	PT Lab Assistant II, Fine Arts
Edgar	Santiago	PT Sr. Pre-Press Technician
Kathleen	Sauerman	PT Office Assistant
Matthew	Seals	PT Security Officer
Catherine	Siciliano	PT Lab Coordinator, Nursing
Clyde	Turner	PT Custodian I (evenings)
Orietta	Valdes	PT Custodian I (evenings)
Kathy	Vincelette	PT Job Developer, Women's Center**
Nicole	Weissman	PT Administrative Assistant

AAPF Employees

<u>Name</u>		<u>Title</u>
Michael	Arabitg	Business Intelligence Analyst
Kelsey	Boeff	Lab Assistant I, Biology/Chemistry
Danielle	Boeninghaus	Assistant Registrar
Regina	Cannizzaro	Coordinator of Technical Services
Concetta	Cantelmo	Lab Coordinator
Barbara	Capsouras	Director of Alumni Relations
Kevin	Chen	Supervisor, Testing Center
Shew-Mei	Chen	Assistant Registrar
Daniel	Cleary	Media Engineer
Rick	Deardorff	Lab Assistant I
Jennie	Denaro Saum	Associate Director of Applications, Information Systems
Kaitlin	Dias	Counselor I, Counseling Department
Robert	Dizinno	Supervisor of Receiving & Distribution
Lynee	Dokus	Coordinator of L.R.C. Instructional Services
George	Faro	Contract/Grants Accountant
Christopher	Fenwick	Planetarium/Astronomer
John	Fichter	Assistant Director of Public Safety
Ana	Figueroa	Sr. Programmer Analyst
Taylor	Fox	Athletics Trainer & Summer Events Coordinator
Gina	Garcia	Graphic Designer
Nicholas	Gilbert	Counselor Recruiter, Admissions
Rosemary	Grant	Associate Director of Career Services & Coop Ed Programs
Emily	Guderian	Lab Coordinator - Hospitality
Daniel	Guillen	Colleague Systems Administrator
Efrain	Guzman	Supervisor, Custodial Services (Evening Shift)
Debra	Hatchard	Bursar
Kari	Hawkins	Coordinator of Transfer Services & University Partnerships
Michelle	Hendry	Financial Aid Advisor
John	Hester	Digital Communications Coordinator
Christina	Higgins	Accountant
Elizabeth	Hoban	Coordinator, Health Care Services
Krystal	Hoffman	Supervisor, Aquatics

* Pending successful completion of probationary period
** Pending continued grant funding

AAPF Employees (continued)

Name		Title
Rongshen	Hsiao	Systems Administrator
Jessica	Jackson	Accessibility Support Specialist
Brian	Kafel	Theater Technician
Joanne	Kearns	Purchasing Manager
Jill	Kepler	Payroll/Grant Accountant
Jane	Kingsland	Reference Librarian
Lori	Kruppo	Nursing Laboratory Coordinator
Geraldine	LaBruna	Programmer Analyst
Lisa	Laskaris	Reference Librarian WTE
Sandra	Lopez	Financial Aid Advisor
Roseann	Maione	Supervisor of Computer Labs
Louise	Massoni	Financial Aid Advisor
Karen	May	Associate Registrar
Colleen	McArdle	Director of College Events & Foundation Programs
Cynthia	McLoughlin	Library Services Assistant/Technology Systems
Damaris	Medina	Counselor Recruiter, Admissions
Joseph	Moore	Supervisor of Grounds & Custodial Services
Edith	Nelson	Counselor II, E.O.F. Program**
Allison	Ognibene	Marketing & Public Relations Specialist
Elizabeth	Ouimet	Student Success Specialist
Ariella	Panek	Coordinator of Counseling Services
Mary Jane	Pappas	Lab Coordinator
Eric	Pedersen	Lab Coordinator
Marianne	Perfetto	Technology Help Desk Specialist
Scott	Perino	Network & Telecommunications Administrator
Ronald	Pluskota	Manager of Payroll & Special Projects
Edgar	Rodriguez	Sr. Media Systems Engineer
Brandon	Rojas	Assistant Director of Auxiliary Enterprises
Amy	Sciuto	LRC Multimedia Designer
Anthony	Spagnuolo	Sr. Systems Analyst
Roger	Stephens	Assistant Director, Athletics
Maureen	Stivala	Student Success Specialist
Wareesha	Tariq	Counselor Recruiter, Admissions
Judith	Ulmer	Associate Director of Admissions
John	Urgola	Counselor I, Counseling Department
Kathleen	Vaccaro	Coordinator, Bursar Services
Eugene	Van Der Toorn	Supervisor of Printing Services
Sheri	Ventura	Coordinator of Virtual Campus Services
Lisa	Volante	Counselor I, Counseling Department
Katie	Walter	Accessibility Support Specialist
Richard	Watt	Media Services/Facilities Supervisor
Joan	Weiss	Coordinator, Tutoring Center
Jill	Wells	Coordinator of Advisement & Student Success
Marybeth	Wenrich	Science Lab Supervisor

CCMSA Employees

Name		Title
Marisol	Acevedo	Department Administrative Assistant, Health/Exercise Science
William	Ackerman	Groundskeeper II
David	Ackerman	Security Officer
John	Akeson	Maintenance Mechanic

* *Pending successful completion of probationary period*
** Pending continued grant funding

CCMSA Employees *(continued)*

Name		Title
Kim	Andriani	Division Administrative Assistant
David	Apolinaro	Groundskeeper II
Elizabeth	Bahnatka	Department Administrative Assistant
Kristi	Baker	Accounting Asst III
Stuart	Bidgood	Custodian II (Evenings)*
Barry	Bilinkas	Security Officer
Gloria	Bolen	Accounting Asst III, Campus Store
Juan	Bonilla-Fernandez	Maintenance Mechanic
Cheryl	Borer	Textbook Coordinator
Nancy	Branca	Department Administrative Assistant
Joseph	Breitweiser	Senior Maintenance Mechanic
Julie	Butler	Financial Aid Assistant
Richard	Cagnoni	Custodian I (Evenings)
Wilfredo	Cardona	Custodian I (Evenings)
Julio	Cardona	Custodian II (Evenings)*
Luis	Casiano	Custodian II (Days)
Won	Chang	Computer Solution Specialist
Anzhelika	Chornyy	Department Administrative Assistant, Counseling
David	Cicenia	Groundskeeper I*
Patrick	Connolly	Custodian II (Evenings)
Karla	Conzen	Student Records Specialist
Diane	Davis	Department Administrative Assistant, Athletics
Teresa	De Jesus	Department Administrative Assistant, Languages & E S L
Rita	DeLillo	Department Administrative Assistant, Music
Doreen	DeMarco	Buyer
Elaine	DeVivo	Department Administrative Assistant
Paul	DiPrimo	Electrical Specialist
Dawn	Doland	Campus Life Assistant III
Stephen	Dreyfus	Campus Store Receiving & Distribution Assistant
Colleen	Drum	Department Administrative Assistant, Nursing
Michael	Duffy	Security Officer
Brian	Eberly	Coordinator of Athletic Events, Facilities & Equipment Manag
Matthew	Esposito	Security Dispatcher
William	Faber	HVAC Specialist
Nicholas	Falone	Custodian III (Evenings)
Ann	Fhi	Records Analyst
Christopher	Furth	Electrical Specialist
Patricia	Galardi	Department Administrative Assistant, Plant & Maintenance
Donna	Garrity	Office Assistant, Biology
Tilcia	Garzon	Custodian I (Evenings)
Theresa	Gehring	Production Coordinator
Mayelly	Godoy Amaya	Custodian II (Days)
Thomasina	Gwaltney	Financial Aid Assistant
Paul	Hildebrand	Security Sergeant
Sandra	Hyder	Department Administrative Assistant, Registrar
Donna	Iansito	Office Assistant, Nursing*
Andrea	Jennings	Sr. Payroll Associate
John	Kearns	HVAC Maintenance Mechanic
William	Kelly	Security Officer
Marilyn	Kruger	Buyer
Susan	Kunz	Purchasing Specialist

* Pending successful completion of probationary period
** Pending continued grant funding

CCMSA Employees (continued)

Name		Title
Christine	Labruna	Accounting Assistant III
Ray	Larsen	Custodian II (Days)
Danielle	Lee	Accounting Assistant III
Erica	Lewis	Department Administrative Assistant, Mathematics
William	Lineburg	Offset Specialist
John	Lippiello	Computer Solution Specialist
Annmarie	Lippiello	Department Administrative Assistant, Campus Life
Priscilla	Lobos	Custodian I (Evenings)
Leslie	Longo	Transcript Specialist
Eddie	Lorenzo	Custodian II (Days)
Melinda	Lucas	Accounting Assistant II
Crystal	Lutton	Department Administrative Assistant
Steven	Macmillan	Computer Solution Specialist
Catherine	Maldonado	Custodian I (Evenings)
Porfirio	Martinez	Maintenance Mechanic
Mark	McCollough	Custodian I (Evenings)
Victor	McNeil	Accounting Assistant II
Claire	Menzer	Data Systems Coordinator
Joanne	Metro	Campus Life Assistant II
Frank	Mezle	Receiving & Distribution Assistant II
Alexandra	Mohr	Department Administrative Assistant, Visual Arts
Gene	Moss	Department Administrative Assistant, EOF**
Charles	Munk	Security Sergeant
Laura	Murray	Library Services Assistant
Robert	Nagy	Receiving & Distribution Assistant II
Mary	Nasse	Grant Technician
Bonnie	Nichols	Accounting Assistant III
Derek	Nietz	Custodian II (Days)
Kaitlin	Norris	Office Assistant, Admissions
Margaret	O'Brien-Feld	Library Services Assistant
Benjamin	Palmer	Senior Security Officer
Elizabeth	Potenza	Library Services Assistant
Miriam	Pottinger	Department Administrative Assistant, Bus Programs
Sheila	Pra Sisto	Department Administrative Assistant, Career Sevices
Laurie	Quinn	Department Administrative Assistant
Christopher	Rader	Custodian I (Evenings)
Patrick	Reilly	Enrollment Specialist II
James	Reynolds	Maintenance Mechanic
Rafael	Rivera	Offset Specialist
Caitlin	Roach	Department Administrative Assistant, English
Owen	Rowe	HVAC Specialist
Denise	Roy	Department Administrative Assistant, History & Political Science
Ramon	Ruiz	Computer & Av Support Technician
Ovimmar	Ruiz	Custodian II (Evenings)
Santiago	Ruiz Diaz	HVAC Maintenance Mechanic
David	Saunders	Data Systems Coordinator - Admissions
Kenneth	Sauter	Network & Telecommunications Support Specialist
Matthew	Selems	Security Officer
Snehal	Shah	Offset Operator
Bilal	Shah	Custodian II (Evenings)
Katharine	Sheehy	Department Administrative Assistant

* *Pending successful completion of probationary period*
** *Pending continued grant funding*

CCMSA Employees *(continued)*

Name		Title
Gertrude	Simmons	Maintenance Systems Coordinator
Cheryl	Smarth	Department Administrative Assistant / Scheduling
Micheal	Snook	Automotive Mechanic
Connie	Steger	Department Administrative Assistant, Sociology/Anthropology
Robert	Stoner	Custodian II (Days)
Adalin	Suarez	Custodian II (Days)
Michael	Suarez	Senior Security Dispatcher
Christopher	Tacinelli	Groundskeeper II
Richard	Ter Linden	Senior Custodian (Days)
Steven	Travers	Security Officer
Nancy	Veloso	Office Assistant, Admissions
Donna	Ver Hoven	Department Administrative Assistant, L R C
Dylan	Vetter	Library Services Assistant
Andrew	Vittoria	Offset Operator
Kelly	Wallace	Department Administrative Assistant, Comp Info Systems
Ruby	Watts	Accounting Assistant III
Darcy	White	Department Administrative Assistant
Anita	Williams	Test Center Assistant
Mark	Wizner Jr	Custodian II (Evenings)
Ivette	Wright	Division Administrative Assistant
Sharon	Yeager	Department Administrative Assistant, English
Anthony	Yermal	Maintenance Mechanic
Jessica	Zaragoza	Custodian I (Evenings)

* *Pending successful completion of probationary period*
** Pending continued grant funding

RESOLUTION AUTHORIZING CONTRACT OVER $17,500
WITHOUT PUBLICLY ADVERTISED SOLICITATION
CONTRACT FOR BUILDING MANAGEMENT SYSTEM HARDWARE UPGRADE IN EMERITI HALL

WHEREAS, the County College of Morris ("College") has a need to acquire upgraded hardware to support the software upgrade of the existing Building Management System; and

WHEREAS, the purchasing agent has determined and certified in writing that the estimated value of the full term of the contract for the above goods or services is estimated at $24,818.00; and

WHEREAS, the anticipated term of this agreement is May 1, 2019 through April 30, 2020; and

WHEREAS, in lieu of a publicly advertised solicitation of proposals, the College has precluded from consideration for the agreement award, any contractor who is ineligible under N.J.S.A. 19:44A-20.4 by reason of a reportable political contribution; and

WHEREAS, Delta Connects ("Contractor") as a sole source provider will provide software, hardware, data migration and training services as needed, and submitted a proposal dated April 1, 2019; and

WHEREAS, Contractor has completed and submitted a Business Entity Disclosure Certification which certifies that Contractor has not made any reportable contributions to a political or candidate committee representing an elected official of the County of Morris in the previous one year, and Contractor has agreed to contract language prohibiting Contractor from making such reportable contributions during the term of the contract; and

WHEREAS, Contractor has completed and submitted ten days in advance of adoption of this resolution, a Chapter 271 Political Contribution Disclosure form which will be placed on file with this resolution.

WHEREAS, sufficient funds are available to pay for the aforesaid services or goods;

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees of the County College of Morris authorizes the College to enter into a contract with the above identified Contractor as stated; and

BE IT FURTHER RESOLVED that the Business Disclosure Entity Certification and the Determination of Estimated Value be placed on file with this resolution.

RESOLUTION AUTHORIZING CONTRACT OVER $17,500
FOLLOWING WEBSITE PUBLIC SOLICITATION
CONTRACT FOR PRINTING AND MAILING OF TWO ISSUES OF THE
2019/2020 FOUR COLOR CPE BROCHURES

WHEREAS, the County College of Morris ("College") has a need to acquire services for printing and mailing of two issues of the 2019-2020 CPE brochures; and

WHEREAS, the purchasing agent has determined and certified in writing that the estimated value of the full term of the contract for the above services exceeds $17,500.00; and

WHEREAS, the anticipated term of this contract is one year; and

WHEREAS, notice of request for proposals for the above contract was publicly advertised on April 11, 2019 in the following manner: The CCM website; and

WHEREAS, the solicitation of proposals is based upon a Request for Proposals for printing 186,000 copies, 56 pages to be printed on 35 lb. #80 bright newsprint paper for two issues (Fall 2019 and Spring/Summer 2020) CPE brochures and mailing; dated April 11, 2019 which sets forth the contract terms and specifications of the proposal solicited, including the criteria to be used as the basis of the contract award; and

WHEREAS, two proposals were received and opened on April 23, 2019; and

WHEREAS, sufficient funds are available to pay for the aforesaid services or goods; and

NOW THEREFORE BE IT RESOLVED by the Board of Trustees of the County College of Morris that a contract be awarded to Engle Printing & Publishing Company, Inc. ("Contractor") for a contract term of 2019-2020 to provide printing and mailing of the Fall 2019 and the Spring/Summer 2020 issues of CPE Brochures for a total of $27,437.81 for printing and $3,034.00 for mailing for Fall 2019 and $27,437.81 for printing and $3,034.00 for mailing for Spring/Summer 2020; based upon the proposal submitted by the Contractor dated April 18, 2019. CPE printing of an additional four pages (60 pages) to be an additional $1,486.40 and printing of four fewer pages (52 pages) to be minus $1,486.40. This contract award is based upon determination that the named Contractor has submitted the lowest responsible proposal.

This Contract is awarded pursuant to a fair and open contract solicitation process.

The form of contract shall be approved by the attorney for the College.

POLICY ESTABLISHING STANDARDS FOR
GRANTING DEGREES AND CERTIFICATES

(a)　　The College is authorized to award degrees of associate in arts, associate in science, and associate in applied science, and to award academic certificates and diplomas to students who have successfully completed the curriculum requirements of approved programs as established by the Board of Trustees and set forth in the College Catalog. The curriculum requirements for awarding degrees and academic certificates shall conform to the standards established in this policy.

1.　　The associate in art (A.A.) degree is to be awarded to those who successfully complete programs which emphasize the liberal arts, humanities, and other fine and performing arts. These programs are transfer oriented.

2.　　The associate in science (A.S.) degree is to be awarded to those who successfully complete programs which emphasize mathematics, the biological or physical sciences, business and allied health programs intended as prebaccalaureate work. These programs are transfer oriented.

3.　　The associate in applied science (A.A.S.) degree is to be awarded to those who successfully complete programs which emphasize preparation in the applied arts and sciences for careers, typically at the technical or semiprofessional level. These programs are designed to prepare students for job entry at the completion of the two-year program, notwithstanding any articulation agreements with four-year programs that may be in effect for a particular A.A.S. program.

4.　　The associate in Fine Arts (A.F.A.) degree is to be awarded to those who successfully complete programs which emphasize specific arts disciplines of either dance, drama or visual arts through the intensive study of technique, history, theory and hands-on approaches in studio work and/or performance. This program is designed to provide students with the competencies necessary to achieve seamless articulation in a bachelor of fine arts (B.F.A.) program.

(b)　　The regular academic year shall fall within a ten-month period and shall include a minimum of 30 weeks, or its equivalent in duration, of regularly scheduled student-faculty instructional activity, exclusive of final examination periods. Holidays and summer sessions are to be excluded.

(c)　　An associate degree program shall be a course of study which requires not less than 60 nor generally more than 66 semester hours, or the equivalent, except when required for licensure or accreditation by a recognized agency or when required for transfer of full junior status, where applicable. Each program shall provide for the following:

1.　　Demonstration of the basic skills of communication and mathematics. Basic skills courses shall not be used to satisfy the general education requirements.

2.　　Electives which offer opportunities for enriched general education, preprofessional education and/or competence in an appropriate occupational field.

(d)　　General education and other requirements for the associate degree shall include the following:

1.　　All programs leading to an associate degree shall include a broad distribution of courses contributing to the student's general education which emphasize the acquisition of knowledge, comprehension and evaluation of ideas, the ability to think constructively and creatively, and the capacity to communicate effectively. For the purposes of this section, general education shall be grouped into the major categories of:

i.　　Communications, defined as courses designed to enhance facility in the English language.

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ii.   Mathematics and sciences, defined as courses designed to enhance mathematical and scientific conceptual understanding and application, including computer science.

iii.   Social sciences, defined as courses designed to promote social awareness, including understanding social, economical and political problems and the responsibilities of citizenship in an interdependent world; and

iv.   Humanities, defined as courses in literary, philosophical, foreign language, historical, aesthetic, or other humanistic studies to promote the understanding and transmission of values to one's own and other cultures.

2.   The minimum general education requirements for each associate degree shall be as follows:

i.   For the associate in arts (A.A.) degree programs, the general educational requirements shall total not less than 45 semester credit hours, or the equivalent, in an array of representative courses in each of the following categories: communications, mathematics and sciences, social sciences, and humanities.

ii.   For the associate in science (A.S.) degree programs, the general education requirements shall total not less than 30 semester credit hours, or the equivalent, in an array of representative courses from each of the following categories: communications, mathematics and sciences, social sciences, and humanities.

iii.   For the associate in arts (A.A.) and associate in science (A.S.) degree programs, no student shall accumulate more than 16 of the required general education credits in any one discipline, except in the fine and performing arts where the curriculum can demonstrate specific articulation to a program or programs at senior institutions.

iv.   For the associate in applied science (A.A.S.) degree programs, the general education requirements shall total not less than 20 semester hour credit hours or the equivalent, in an array of representative courses from the communications category, and at least one course from each of the three following categories: mathematics and science, social sciences, and humanities.

3.   The array of general education courses in associate in arts (A.A.) and associate in science (A.S.) curricula shall be designed to prepare the student for transfer into a baccalaureate program.

4.   Theoretically-based physical education courses may be counted as general education if they are a requirement of the College.

(e)   An academic certificate program or diploma program shall be a credit bearing course of study which, by virtue of educational content or duration, does not satisfy requirements for an associate degree program, but which is specifically designed to offer content and skill acquisition and other experience appropriate to the objective of such a program. An academic program certificate shall be at least 30 credits in length and shall have a minimum of nine credits of general education. A certificate of achievement shall be less than 30 credit hours and shall represent in-depth study in a particular technical or skill area.

(f)   The curriculum for degree, academic certificate and diploma programs shall be consistent with the institutional plan and programmatic mission of the College.

(g)   To be eligible for award of a degree or academic certificate the student must satisfy the following requirements:

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1.   Earn a cumulative point average of 2.0 and complete the general and prescribed course work for the student's major.

2.   Degree students must complete at least 30 credits at the College.

3.   Academic Certificate students must complete at least 15 credits at the College. (The length of time that the course remains current and acceptable shall be at the discretion of the respective department chairperson.)

4.   Complete at least one-half (1/2) of the student's major at the College.

5.   Apply for graduation at the Registrar's Office during the first month of the semester in which the student plans to graduate.

6.   Make payment of the applicable graduation fee.

7.   Students must graduate within 10 years of matriculating in their programs of study. Any deviation from this must be approved by the Department Chair and/or Academic Dean prior to the conferral of a degree.

(h)   Programs for secondary and dual degrees shall be governed by the following rules:

1.   <u>Second Degrees</u>: Students who have completed an academic certificate or degree will be eligible to matriculate for another academic certificate or degree provided it is not closely related to the first program. Programs with heavy enrollment demands will not accommodate students seeking second degrees.

A credit transfer evaluation from a student's first degree to the second degree will be made at the time of matriculation. Courses will be treated as internal transfer credits and grades will not be used in the grade point average calculation for the second degree.

A minimum of 21 academic credits related to a major must be earned in the second program. This will replace the residency requirement applicable to the first degree. Where necessary, additional credits must be completed to meet the general education requirements for the second degree. All other current degree requirements must also be met before the second degree will be awarded.

2.   <u>Dual Degrees</u>: Where a student seeks to earn dual/simultaneous degrees, one program must be selected as the primary degree with the other as a secondary degree. All requirements for both degrees must be completed with at least a 2.0 grade point average. Courses from the primary degree may be used to meet the requirements of the secondary degree, but a minimum of 21 additional credits must be earned in the secondary degree. In some programs, more than 21 credits may be necessary to meet degree requirements.

(i)   Courses are recorded in terms of semester hours. One (1) semester hour of credit normally is earned by one (1) hour of class work per week per semester. A semester shall be 16 weeks long including 1 week for final exams.

(j)   The following grading system shall be utilized:

Grade	Interpretation	Quality Points
A	Superior	4
A-		3.67
B+		3.33
B	Above Average	3
B-		2.67
C+		2.33

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C	Average	2
D	Minimum passing	1
F	Failure	0
R	Registered to Audit	None
I	Incomplete	None
P	Pass	None*
SP	Satisfactory Progress	None*
W	Withdrew	None**
EX	Credit by Examination	None

* Grades used in non-credit courses
** Without academic penalty

A student's Semester Point Average (SPA) is a measure of his or her credit courses completed for any one semester. The cumulative Grade Point Average (GPA) represents all credit courses completed at the College. Grades for courses transferred to the College and grades removed as a result of the Academic Bankruptcy policy are not included the in GPA calculation.

(k)   Academic Distinctions at Graduation. Students with outstanding academic achievements throughout their County College of Morris career are awarded the following honors based on the following cumulative grade point averages.

Degree Designation:
Summa cum laude   3.850 – 4.000 GPA
Magna cum laude   3.650 – 3.840 GPA
Cum laude   3.450 – 3.640 GPA

Academic Certificate Designation:
Academic Certificate with Merit   3.450 – 4.000 GPA

~~(l)   When repeating a course, the original grade and the repeat grade will appear on the student's transcript. However, the student's cumulative average will be computed based upon the repeat course grade. Students who take a course for the third time will have their cumulative average computed based upon the second and third repeat course grades which will be averaged together in the grade point average. If a student repeats a course and receives a "W," the original grade will prevail.~~

(l)   Students may repeat any course to increase their knowledge level. This choice is left to the discretion of the student except in cases when the student has received an "F'' and is required to repeat the course for their particular major. When repeating a course, the original grade and the repeat grade will appear on the student's transcript. However, the student's cumulative average will be computed based on the repeat course grade. Students should be aware of the possible consequences of receiving a grade which is lower than their original grade. For example, if a "D'' grade is repeated and an "F" is earned on the second attempt, the "F" will replace the "D". Students who must take a course for the third time will have their cumulative average computed based on the second and third repeat course grades. The second and third grades are averaged together in the GPA. If a student who repeats a course receives a "W,'' the original grade will prevail. A student may register for the same course three times (excluding formal withdrawals or where precluded by departmental regulations). However, a student will be blocked from registering on the third and subsequent attempts without express permission from the appropriate academic department chairperson and/or division dean.

(m)   Recognition of transfer credits and the award of degree credits for non-traditional experience shall be governed by the following rules:

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1.   <u>Transfer of credits</u>: Previous college transcripts when received in sealed envelopes will be reviewed and evaluated for transfer of credit. Per the *Comprehensive State-Wide Transfer Agreement*, "All decisions made with respect to the transfer process shall be based on the principle of equivalence of expectations requirements for native and transfer students." Upon individual review, in special circumstances a transfer of credits may be accepted from non-accredited institutions and through other forms of post-secondary education. Transfer students must complete at least 30 credits at the County College of Morris to earn a degree, or 15 credits to earn an academic certificate. Credits received at other institutions are not used to compute the accumulated grade point average at the County College of Morris. After the applicant has been matriculated, and with respect to the student's academic program, the Records and Registration Office will notify the student in writing what credits have been accepted for transfer via their CCM email account. Credits that have been earned seven or more years ago may need to be repeated. Students should obtain advisement from the Academic Department regarding expiration of pre-requisites taken more than seven years ago.

2.   <u>Challengers Program</u>: The College has established the Challengers Program to provide eligible high school students with the opportunity to enroll in college courses, to gain classroom experience, and to be academically challenged. College credits earned in the Challengers Program will be accepted when the applicant has been matriculated in a degree or academic certificate program if the credits are applicable to the student's degree or academic certificate program at the County College of Morris.

3.   <u>Advance Placement Examinations</u>: High school students who score well on the Advanced Placement Examination may earn course credit or advanced placement in County College of Morris courses. To receive such credit students must present official Advance Placement Examination scores of 3, 4 or 5 and the course description to the Testing Office. The number of credits granted to the student will be determined by the appropriate department chairperson.

4.   <u>Credit By Examination</u>: Students who have acquired knowledge through life experiences may earn college credit without enrolling in a course. To determine a student's level of knowledge in a particular subject, the college offers College-Level Examination Program (CLEP) Subject Examinations. Additionally, in certain disciplines, Departmental Examinations, approved by the college, may be administered. Credits earned through the examination program will be recorded on the student's official transcript as "Ex." Students who register for a course will not be eligible to take the applicable College-Level Subject Examination (in that semester) unless the student has officially withdrawn from the course before the end of the second week of classes. Students will be eligible to challenge the course in a future semester regardless of whether the student received a "W" or an "F" grade. The prior grade will remain on the student's transcript. If the grade is an "F," it will continue to be computed in the student's grade point average even if the student has successfully challenged the course.

5.   <u>Reverse Transfer Credit</u>. Matriculated students who complete a minimum of 30 credits at the County College of Morris (CCM) and transfer to another accredited college or university are eligible to have future credits earned at the institution to which they transfer apply towards the completion of their declared CCM associate degree. Students must have completed at least half of the credits from their major at CCM. The reverse credit transfer may be arranged by the student requesting that the transcript be sent for the first two consecutive terms of enrollment at the college/university to CCM. The reverse credit transfer may also be arranged by CCM through formal agreements with select colleges and universities. Students may have seven years from the date of their transfer to take advantage of this policy.

CCM will evaluate the student's college/university transcript to determine if the associate degree requirements are met. A student who meets the requirements will be awarded the associate degree from CCM. All graduation requirements from CCM must be met.

(n)   <u>Degree Programs</u>: The degrees offered by the College shall be the associate in arts, the associate in science, and the associate in applied science. The associate in arts degree is a university-parallel program designed especially for the student who wishes to transfer to a four-year college or university after graduating, or for the student

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who desires to complete the two-year program in liberal education. The associate in science degree is awarded to those who have successfully completed programs intended as prebaccalaureate in special fields. The associate in applied science degree is a specialized career program that prepares the student for entry into the job market. These degrees shall be offered in the specialized fields outlined in the College Catalog.

Certificate Programs: The College shall also offer college-credit programs of varying lengths leading to the certificates as listed in the College Catalog. The certificate programs are intended to meet the needs of individuals for self-development, personal enrichment, and occupational advancement. Students who enroll in certificate programs may elect to continue their education in a degree program or simultaneously matriculate for a degree.

(o)   The curriculum requirements as set forth in the 1994 College Catalog for the degree and certificate programs offered by the College are hereby adopted and continued. The College President is authorized to approve revisions to curriculum requirements when necessary based upon program changes, new courses added, courses discontinued, or to satisfy accreditation standards.

(p)   Programs for honors degrees shall be governed by the following rules:

1.   Program Structure

    i.   Admission and Maintenance of Status
- New students will be admitted to Honors Degrees if they have combined SAT scores of at least 1170 and/or graduation from high school in the top 20% of their class. Any student whose SAT score is older than seven (7) years should consult with the appropriate academic department.
- Students can be admitted while at the college at any time during their study as well. However, they must have completed at least one full semester of study; been recommended to the chairperson by a professor in the area in which the Honors course(s) is to be offered, and have a grade point average greater than or equal to 3.45 in the area.
- Once students have been admitted to Honors Degrees, they must maintain overall grade point averages of 3.45 with no grades lower than C. A student who fails to maintain the required grade point average will be dropped from the Honors Degree program and will complete the traditional degree in the major field of study. Students may be readmitted to the Honors Degrees if they raise their grade point averages to 3.45, have no grades lower than C, and submit to the chairperson recommendations for readmission to the Honors Degree by two professors in the area in which the Honors course(s) is offered.

    ii.   Degree Requirements for Students Enrolled in Transfer Programs (A.A., A.S., A.F.A.)
- As part of their course of study, students will be required to complete a minimum of 18 credits of Honors courses.

    iii.   Degree Requirement for Students Enrolled in Career Programs (A.A.S.)
- As part of their course of study, students will be required to complete a minimum of 16 credits of Honors courses.

2.   Advisement: Each semester, students will be required to meet with designated Honors advisors to discuss their academic goals and planning. Students will be encouraged to meet with their Honors advisors frequently throughout their study at the college. The Honors advisors will coordinate student study and monitor academic progress.

3.   Honors Qualifications
- Honors students are also encouraged to demonstrate leadership ability by participating in scholarly, professional or student government co-curricular activities.

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- All Honors courses will be specially designated "Honors" on student transcripts.
- A special "Honors Degree" designation will be affixed to the transcripts and diplomas of students who successfully complete the requirements for the degrees.
- Students who do not meet the requirements for the Honors Degrees will be awarded traditional degrees in their major fields of study if they qualify.
- Students in traditional transfer programs may elect to take less than 18 credits of Honors courses, and although they will not receive Honors Degrees, all Honors courses will be designated "Honors" on their official transcripts.
- Students in traditional career programs may elect to take less than 16 credits of Honors courses, and although they will not receive Honors Degrees, all Honors courses will be designated "Honors" on their official transcripts.

4.   <u>Honors Course Development</u>: All proposed Honors courses must be approved by the Curriculum Committee for inclusion in Honors Degrees. The Curriculum Committee will develop Criteria for Honors Courses.

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PROCEDURES AND CRITERIA FOR SELECTION OF
FACULTY/DEAN EMERITUS AND EMERITA[1]

The Board of Trustees of the County College of Morris sees the title of Faculty/Dean Emeritus as a unique and special honor. The Board reserves the title for a few select individuals and it is the Board's expectation that only the most outstanding faculty or academic affairs dean will be recommended for this unique honor.

The recommendation made will be contingent upon the following guidelines:
1. Recommendation shall be made upon retirement from the County College of Morris or up to three years thereafter.
2. The candidate shall have completed a minimum of fifteen years of full-time service at the County College of Morris in a position for which faculty rank is assigned or in the position of academic affairs dean.
3. The candidate shall possess the rank of Full Professor or title of academic affairs Dean at the time of retirement.
4. The candidate for Faculty Emeriti shall have demonstrated meritorious performance at the College in terms of Teaching, Contributions to the College, and Professional Engagement.
5. The candidate for Dean Emeriti shall have demonstrated meritorious performance at the College in terms of Academic Administration, Service to the College Community, and Professional Engagement.
6. The candidate shall have maintained the highest ethical standards in relationships with students, colleagues and superiors.

The recommendation made will be contingent upon the following guidelines for faculty:

A. <u>Teaching Component</u> (All four required)
Interviews with students, peers, and supervisors of the candidate indicate the candidate showed the following qualities during the time of employment:
1. Subject mastery and continuous growth in his/her discipline.
2. Careful and thorough preparation for teaching sessions.
3. High degree of effectiveness in teaching including clarity, organization, and enthusiasm.
4. Responsiveness to students; i.e., answers questions, welcomes students' participation, gives of his/her time freely and is sensitive to student needs.

B. <u>Service to the College Community</u> (At least 2 out of 3 must be met)
1. Demonstrated an active willingness to serve on college committees and pursued committee work diligently.
2. Demonstrated leadership in organizations concerned with institutional governance and faculty welfare, e.g., College Council.
3. Showed high level of success in developing special projects or programs central to the College's curriculum.

C. <u>Professional Engagement</u>
1. Demonstrated significant level of professional engagement (to include scholarly activity, engagement in the professional community and the community at large).

The recommendation made will be contingent upon the following guidelines for an academic affairs dean:

A. Academic Administration (all four required): Interviews with students, peers and supervisors of the candidate indicate the candidate demonstrated excellence in the following areas during the time of employment:

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[1] Emeritus (masculine singular) Emerita (feminine singular), from the Latin, is a title that means that its possessor has been retired but retains a courtesy title identical with the one held immediately preceding retirement. It comes from the Latin and means, literally, "earned by service." It is conferred by colleges to persons with a meritorious or exemplary service record.

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1. Leadership and Management (demonstrating such characteristics as insight, clarity, organization and enthusiasm).
2. Curriculum development.
3. Effective advocate.
4. Responsiveness to faculty and students, i.e., answers questions, welcomes participation, gives of his/her time freely and is sensitive to needs.

B. Service to the College Community (at least 2 out 3 must be met):
1. Demonstrated an active willingness to serve on college committees and pursued committee work diligently.
2. Demonstrated leadership in organizations concerned with institutional governance and faculty welfare, e.g., College Council.
3. Showed high success in developing special projects or programs central to the College's curriculum.

C. Professional Engagement
1. Demonstrated significant level of professional engagement (to include scholarly activity, engagement in the professional community and the community at large).

D. <u>Selection Process:</u>
1. Persons who wish to nominate a candidate for Professor or Dean Emeritus status shall notify the individual and obtain his/her signature on the completed nomination form.
2. After obtaining the potential nominee's permission, the initiator(s) shall submit the name of the person in writing to the Vice President of Academic Affairs by the October 1 deadline for consideration during the fall semester, or by the February 1 deadline for spring semester consideration.
3. If the Vice President of Academic Affairs determines that the person meets the minimum qualifications, he/she submits the name of the person recommended to the Director of the Center for Teaching Excellence (CTE) for review by the CTE Emeriti Review Committee.
4. Upon receiving confirmation of eligibility, the initiator(s) shall be encouraged to attend a workshop provided by the Center for Teaching Excellence offering guidance in preparation of a well-organized and well-documented package for submission to the Emeriti Review Committee. The workshops will be scheduled approximately one week after the deadlines.
   a. Thirteen[2] completed packets must be submitted to the Director of the Center for Teaching Excellence for the Committee members at least ten days prior to the scheduled meetings (to be announced). Typically, the fall semester meeting will be help mid November and the spring semester meeting will be held late March. Packets must contain the following:
   Signed nomination form.
   b. Copy of the checklist confirming all steps have been fulfilled.
   c. Curriculum vitae or resume.
   d. Completed recommendation form. (This form details the qualifications.)
   e. Appendix containing documents supporting information on recommendation form.
   Forms will be available on-line.

E. <u>Review Process:</u>
1. The Committee shall include the following persons:
   - Two faculty members representing each of the academic divisions serving two-year terms appointed by the division Dean. Only senior faculty (tenured with ten years of service to CCM) may be appointed. To assure that there will always be experienced faculty members on the committee; appointments will be staggered so that each division will have one new and one returning representative.
   - One Faculty or Dean Emeritus (when available)
   - Vice President of Academic Affairs
   - Vice President of Student Development and Enrollment Management

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[2] This number is subject to change. Check with the Director of the Center for Teaching Excellence to confirm the current committee membership count.

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- Director of the Center for Teaching Excellence; who will convene the first meeting and chair all subsequent meetings
- All Academic Deans

2. If a member of the Emeriti Review Committee initiates an application, s/he will not participate in the discussion or vote for that candidate.

F. <u>Approval Process:</u>
The Board of Trustees will review recommendations and supportive material and take action as appropriate.

G. <u>Rights and Privileges:</u>
Persons who are honored as Faculty/Dean Emeritus will be eligible for the following:
1. ~~CCM e-mail address~~
2. ~~Retention of~~ CCM ID **providing access to Commencement, Athletics and Campus Life activities and benefits, and a Campus Store discount**
3. Inclusion of name in all subsequent editions of the College Catalog.
4. Research assistance from the Learning Resource Center which is available to current faculty.
5. ~~Access to Campus Life activities and benefits (with CCM ID).~~
6. ~~Invitation to Employee Social, College Picnic, and all other college social activities.~~
7. Tuition waiver for credit or non-credit courses.
8. ~~Participation in graduation and other academic convocations with support for travel as necessary within available resources.~~
9. A college parking decal issued annually (upon request).
10. A framed resolution commemorating the event with a duplicate plague for display at an appropriate campus location.
11. ~~Employee discount in college bookstore.~~
12. ~~CCM business cards (upon request).~~
13. ~~Access to athletic facilities.~~

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