

UCNJ UNION COLLEGE OF UNION COUNTY, NJ

Annual Institutional Profile FY 2024



September 2024

UCNJ 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

UCNJ 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, UCNJ enrolls 12,000 credit, non-credit, and continuing education students. This year, UCNJ had the distinction of being named as one of only 10 finalists nationwide for the 2025 Aspen Prize by the Aspen Institute College Excellence Program. Years of commitment to improving student outcomes were acknowledged with this prestigious recognition.

Last year, UCNJ celebrated 90 years of transforming our community, one student at a time. Much has changed since 1933, including the name of the College: Union County Junior College, Union Junior College, Union College, Union County College, and now UCNJ. 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 as well as a Virtual Campus.

The demographic composition of the College's student population and its workforce has changed over time. In Fall 2023, more than three-quarters (75%) of enrolled students were racial/ethnic minorities. Based on the College's Hispanic student enrollment, the US Department of Education has designated the College as a Hispanic-Serving Institution.

The College community is laser-focused on the success of our students and empowering them to achieve their goals. UCNJ was originally established to train jobless teachers during the Great Depression. Now, 90 years later, the College continues with the mission of changing lives, "...one student at a time."

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 UCNJ's priority.

The 2025 Aspen Prize for Community College Excellence and \$1 million prize will be awarded in April 2025. While we look forward to the announcement, being named as a finalist is already a testament to the transformative work being done at UCNJ. We are committed to providing an excellent, accessible, and affordable education. Thank you for your interest in UCNJ and our Institutional Profile for fiscal year 2024.



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

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A. Accreditation Status

1. INSTITUTIONAL ACCREDITATION

UCNJ 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 continued accreditation 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).

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 2023:

Attendance	Headcount	Percent of Total
Full-time	3,649	45.2%
Part-time	4,432	54.8%
Total	8,081	100.0%
<small>Source: IPEDS Fall Enrollment Survey, 2023 (Census). Revised total enrollment for the OSHE SURE Fall 2023 enrollment file on September 1, 2024.</small>		

UCNJ Union College of Union County, NJ enrolled 8,081 degree and non-degree students in the Fall 2023 semester. Over forty percent (45.2%) enrolled on a full-time basis (12 or more credits) and more than half (54.8%) enrolled on a part-time basis (less than 12 credits).

2. NUMBER OF GRADUATE STUDENTS BY ATTENDANCE STATUS, FALL 2023: N/A

3. NUMBER OF NON-CREDIT STUDENTS SERVED, FY 2023:

Program Type	Number of Registrations	Unduplicated Registrations	Clock Hours ¹	FTE ²
Open Enrollment	1,874	1,060	44,287	98
Customized Training	1,100	--	12,112	27

¹ Includes all registrations in any course that started on July 1, 2022 through June 30, 2023.

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

Source: SURE Non-credit Open Enrollment file and NJ IPEDS Form #31, Customized Training, FY 2023.

A total of 1,060 students enrolled in non-credit continuing education courses during 2022-23 fiscal year (FY 2023). These students enrolled in 1,874 non-credit courses and completed 44,287 clock hours of instruction, representing 98 full-time equivalent students. In addition, the College provided customized training packages to 42 business clients resulting in 1,100 registrations completing 12,112 clock hours, which represents 27 full-time equivalent students.

4. UNDUPLICATED NUMBER OF STUDENTS ENROLLED, FY 2023:

Unduplicated Headcount	Credit Hours	FTE ¹
10,973	175,973	5,866

Source: IPEDS 12-Month Enrollment Survey, FY 2023; ¹ FTE is computed by dividing credit hours by 30.

A total of 10,973 students enrolled in credit-bearing classes at UCNJ Union College of Union County, NJ between July 1, 2022 and June 30, 2023. These students completed a total of 175,973 credit hours, which represents 5,866 full-time equivalent students.

C. Characteristics of Undergraduate Students

1. MEAN MATHEMATICS, READING AND WRITING SAT SCORES, FALL 2023

(SENIOR PUBLIC INSTITUTIONS): N/A

2. ENROLLMENT IN REMEDIATION COURSES BY SUBJECT AREA, FALL 2023:

STUDENTS ENROLLED IN AT LEAST ONE REMEDIAL COURSE

Enrollment	Number enrolled in one or more remedial courses	Percent of Total
8,081	309	3.8%

Source: SURE Fall Enrollment File, 2023 (Census)

Of the 8,081 degree- and non-degree-seeking students enrolled in credit-bearing classes in the Fall 2023 semester, 3.8% 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
1,270	135	10.6%

Source: SURE Fall Enrollment File, 2023 (Census)

A total of 1,270 first-time, full-time degree- and certificate-seeking students enrolled in credit-bearing classes in the Fall 2023 semester, with 10.6% enrolled in one or more remedial courses.

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

Subject Area	Number Enrolled	Percent Enrolled
Computation	0	0.0%
Algebra	132	10.4%
Reading	0	0.0%
Writing	0	0.0%
English	15	1.2%

Source: SURE Fall Enrollment File, 2023 (Census)

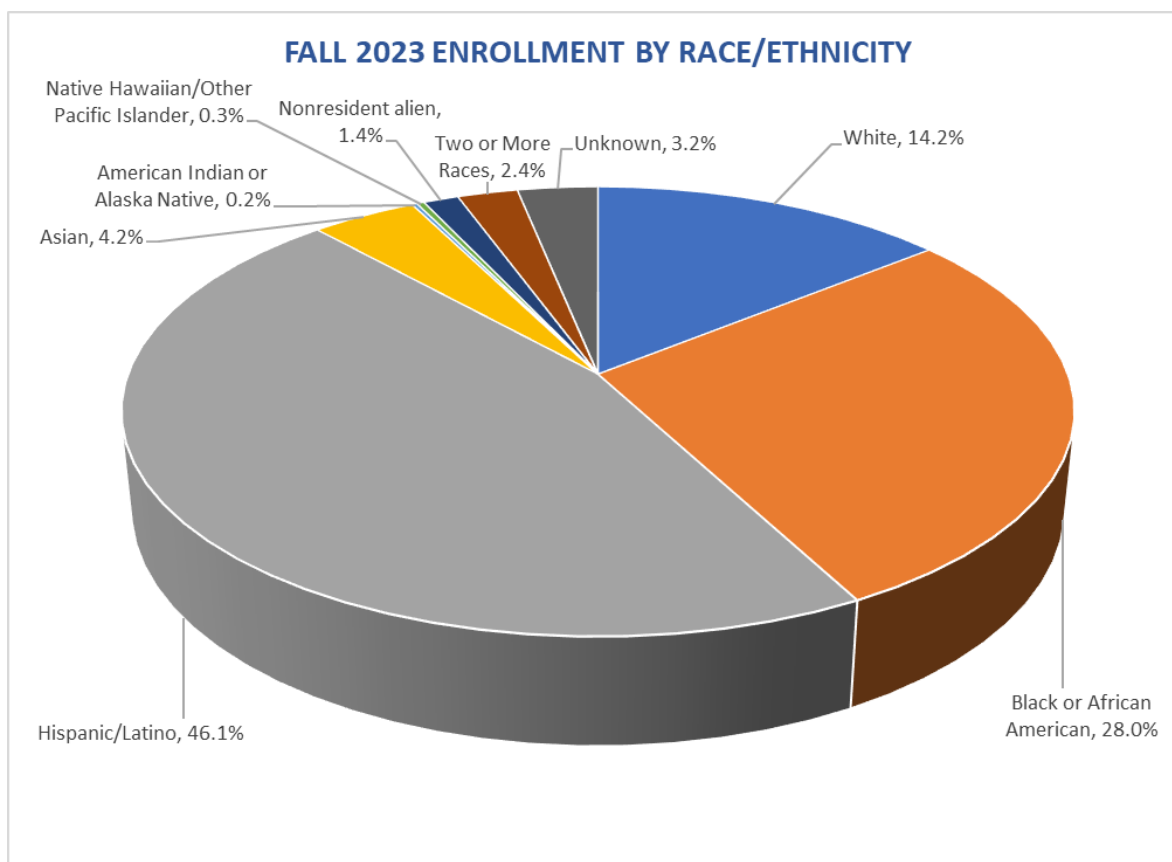
Among first-time, full-time, degree- and certificate-seeking students in the Fall 2023 semester, 10.4% enrolled in remedial algebra, 1.2% enrolled in remedial English (a combination of reading and writing remediation or language arts), and no students enrolled in remedial reading or writing. The College no longer offers a remedial computation course.

3. CHARACTERISTICS OF STUDENTS BY RACE / ETHNICITY, GENDER AND AGE, FALL 2023:

Race/Ethnicity	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
White	489	13.4%	657	14.8%	1,146	14.2%
Black or African American	910	24.9%	1,353	30.5%	2,263	28.0%
Hispanic/Latino	1,834	50.3%	1,893	42.7%	3,727	46.1%
Asian	126	3.5%	211	4.8%	337	4.2%
American Indian or Alaska Native	9	0.2%	4	0.1%	13	0.2%
Native Hawaiian/Other Pacific Islander	6	0.2%	15	0.3%	21	0.3%
Nonresident alien	106	2.9%	9	0.2%	115	1.4%
Two or More Races	81	2.2%	116	2.6%	197	2.4%
Unknown	88	2.4%	174	3.9%	262	3.2%
Total	3,649	100.0%	4,432	100.0%	8,081	100.0%

Source: IPEDS Fall Enrollment Survey, 2023

A total of 8,081 degree- and non-degree-seeking students enrolled at UCNJ Union College of Union County, NJ during the Fall 2023 semester. Over forty-six percent (46.1%) 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 (28.0%) followed by White students (14.2%).



STUDENTS ENROLLED BY GENDER AND ENROLLMENT STATUS, FALL 2023

Gender	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Male	1,719	47.1%	1,393	31.4%	3,112	38.5%
Female	1,930	52.9%	3,039	68.6%	4,969	61.5%
Total	3,649	100.0%	4,432	100.0%	8,081	100.0%

Source: IPEDS Fall Enrollment Survey, 2023 (Census)

Female students represented over sixty percent (61.5%) of the total student body and more than half (52.9%) of the full-time enrollment. More than thirty percent (38.5%) 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 2023

Age Group	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Less than 18	20	0.6%	72	1.6%	92	1.1%
18-19	1,539	42.2%	469	10.6%	2,008	24.9%
20-21	996	27.3%	805	18.2%	1,801	22.3%
22-24	477	13.1%	793	17.9%	1,270	15.7%
25-29	289	7.9%	758	17.1%	1,047	13.0%
30-34	152	4.2%	534	12.1%	686	8.5%
35-39	73	2.0%	360	8.1%	433	5.4%
40-49	76	2.1%	421	9.5%	497	6.2%
50-64	25	0.7%	197	4.4%	222	2.8%
65+	2	0.1%	23	0.5%	25	0.3%
Unknown	0	0.0%	0	0.0%	0	0.0%
Total	3,649	100%	4,432	100%	8,081	100%

Source: IPEDS Fall Enrollment Survey, 2023

More than three-quarters (77.0%) of the degree- and non-degree-seeking students at UCNJ were under thirty years old. The two largest groups of full-time students were between 18-19 years old (24.9%) and 20-21 years old (22.3%). Part-time students were more likely to be a bit older with almost half (47.1%) falling between 22 and 34 years old.

4. NUMBER OF STUDENTS RECEIVING FINANCIAL ASSISTANCE UNDER EACH FEDERAL-, STATE- AND INSTITUTION-FUNDED AID PROGRAM, FY 2023:

Federal Aid, 2022-23	Recipients	Amount (ROUNDED)	Avg. Per Recipient (ROUNDED)
Pell Grants	4,189	\$17,900,000	\$4,273
College Work Study	39	\$178,000	\$4,564
Perkins Loans	0	\$0	\$0
SEOG	1,491	\$301,000	\$202
Stafford Loans (Subsidized)	537	\$1,574,000	\$2,931
Stafford Loans (Unsubsidized)	612	\$2,244,000	\$3,667
Parent Plus	8	\$42,000	\$5,250
Smart and ACG or other	0	\$0	\$0
CARES Act/HEERF Student Aid	3,629	\$1,696,000	\$467
State Aid, 2022-23	Recipients	Amount (ROUNDED)	Avg. Per Recipient (ROUNDED)
Tuition Aid Grant (TAG)	2,133	\$3,938,000	\$1,846
Educational Opportunity Fund	246	\$374,000	\$1,520
Other State Programs (OSRP, NJ-GIVS, WTC, etc.)	2	\$5,000	\$2,500
Distinguished Scholars	0	\$0	\$0
Urban Scholars	0	\$0	\$0
NJ Stars	62	\$197,000	\$3,177
Community College Opportunity Grant (CCOG)	1,757	\$4,699,000	\$2,674
NJ Class Loan	7	\$68,000	\$9,714
Institutional Aid, 2022-23	Recipients	Amount (ROUNDED)	Avg. Per Recipient (ROUNDED)
Scholarships and Grants	739	\$1,522,000	2,060
Institutional Loans	0	\$0	\$0

Source: NJ IPEDS Form 41 – Student Financial Aid Report Survey, 2023

Pell Grants represented the largest federal grant awarded to UCNJ students with 4,189 recipients with an average award of \$4,273. CARES Act/HEERF student aid represented the second largest federal grant awarded with 3,629 recipients and an average award of \$467 per student. Supplemental Educational Opportunity Grants (SEOG) were awarded to 1,491 students with an average award of \$202 per student, and 39 students participated in the College Work Study program. A total of 8 students received a PLUS loan, averaging \$5,250 per student and 537 students received subsidized Stafford loans, with an average loan of \$2,931.

Of the state-funded financial aid programs 2,133 students received the Tuition Aid Grant (TAG), with an average award of \$1,846, accounting for the largest state grant awarded to UCNJ students. A total of 246 students received support from the Educational Opportunity Fund (EOF) with an average award of \$1,520. Sixty-two students received the NJ Stars scholarship, with an average award of \$3,177. A total of 1,757 students received funding from the Community College Opportunity Grant, averaging \$2,674. Seven students received a NJ Class loan, which averaged \$9,714 per student.

At the institutional level 739 UCNJ students were awarded grants or scholarships, with an average award of \$2,060 per recipient.

5. PERCENTAGE OF DEGREE- AND CERTIFICATE-SEEKING STUDENTS WHO ARE NEW JERSEY RESIDENTS, FALL 2023:

First Time Degree- and Certificate Seeking	New Jersey Residents	Out of State Residents	Percent of New Jersey Residents
1,858	1,844	14	99.2%

Source: IPEDS Fall Enrollment Survey, 2023

Nearly all (99.2%) first-time, degree- and certificate-seeking students enrolled at UCNJ 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
8,081	7,769	312	96.1%

Source: IPEDS Fall Enrollment Survey, 2023

The majority (97.9%) of all degree- and certificate-seeking and non-matriculated students, enrolled at UCNJ during the Fall 2023 semester, reside in the State of New Jersey. Eighty percent (83.0%) of the student body are residents of Union County.

County	Fall 2023	Percent of Total
Union County	6,707	83.0%
Essex County	535	6.6%
Middlesex County	349	4.3%
Somerset County	82	1.0%
Hudson County	77	1.0%
Monmouth County	42	0.5%
Morris County	35	0.4%
Bergen County	20	0.2%
Passaic County	17	0.2%
Ocean County	10	0.1%
Hunterdon County	8	0.1%
Mercer County	8	0.1%
Burlington County	5	0.1%
Camden County	4	*
Sussex County	4	*
Warren County	3	*
Atlantic County	2	*
Gloucester County	2	*
Cape May County	0	0.0%
Cumberland County	0	0.0%
Salem County	0	0.0%
Not a NJ resident	171	2.1%
Grand Total	8,081	100%

*Less than one tenth of a percent

D. Student Outcomes – Graduation, Retention, and Transfer

1. GRADUATION AND TRANSFER RATES

TWO-YEAR GRADUATION RATE OF THE FALL 2020 FIRST-TIME, FULL-TIME COHORT

First-time, Full-time Cohort	Number in Cohort	Graduated within two years	Percent of Total
Fall 2020	1,245	271	21.8%

Source: IPEDS Graduation Rate Survey, 2023-24; Graduation rates are through August 31, 2023.

THREE-YEAR GRADUATION RATE BY RACE/ETHNICITY OF THE FALL 2020 FIRST-TIME, FULL-TIME COHORT

Race/Ethnicity	Fall 2020 Cohort	Graduate within 150%	Percent of cohort within Race/Ethnicity
American Indian or Alaska Native	2	2	100.0%
Asian	34	13	38.2%
Black or African American	299	102	34.1%
Hispanic/Latino	579	190	32.8%
Native Hawaiian or other Pacific Islander	2	2	100.0%
Nonresident alien	5	3	60.0%
Unknown	87	26	29.9%
Two or More Races	35	8	22.9%
White	202	87	43.1%
Total	1,245	433	34.8%

Source: IPEDS Graduation Rate Survey, 2023-24; Graduation rates are through August 31, 2023.

TRANSFER-OUT RATE BY RACE/ETHNICITY OF THE FALL 2020 FIRST-TIME, FULL-TIME COHORT

Race/Ethnicity	Fall 2020 Cohort	Transfer within 150%	Percent of cohort within Race/Ethnicity
American Indian or Alaska Native	2	0	0.0%
Asian	34	2	5.9%
Black or African American	299	35	11.7%
Hispanic/Latino	579	53	9.2%
Native Hawaiian or other Pacific Islander	2	0	0.0%
Nonresident alien	5	0	0.0%
Unknown	87	12	13.8%
Two or More Races	35	6	17.1%
White	202	35	17.3%
Total	1,245	143	11.5%

Source: IPEDS Graduation Rate Survey, 2023-24; Graduation rates are through August 31, 2023.

UCNJ enrolled 1,245 first-time, full-time certificate- or degree-seeking students in the Fall semester of 2020. From this cohort of first-time, full-time students, a total of 433 students graduated within 150% of normal time to completion. This calculation is used to determine the College's graduation rate (34.8%).

A total of 143 students transferred to another college or university within 150% of the normal time to completion. This calculation is used to determine the College's transfer-out rate (11.5%) prior to graduation.

2. THIRD SEMESTER RETENTION RATE

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

FULL-TIME		
Fall 2022 First-time, Full-time Undergraduates	Retained in Fall 2023	Fall 2023 Retention Rate
1,364	888	65.1%

Source: IPEDS Fall Enrollment Survey, 2023 (Part E)

In the Fall 2022 semester, UCNJ enrolled 1,364 first-time, full-time degree- and certificate-seeking students. A total of 888 students were retained in the Fall 2023 semester, representing a 65.1% retention rate of the first-time, full-time cohort.

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

PART-TIME		
Fall 2022 First-time, Part-time Undergraduates	Retained in Fall 2023	Fall 2023 Retention Rate
503	254	50.5%

Source: IPEDS Fall Enrollment Survey, 2023 (Part E)

The College enrolled 503 first-time, part-time degree- and certificate-seeking students in Fall 2022. A total of 254 students were retained in the Fall 2023 semester, representing 50.5% of the first-time, part-time cohort.

E. Faculty Characteristics

1. FULL-TIME FACULTY BY RACE/ETHNICITY, GENDER AND TENURE STATUS, FALL 2023:

Tenured	Professor		Associate Professor		Assistant Professor		All Others		Total	
Race/Ethnicity	M	W	M	W	M	W	M	W	M	W
American Indian or Alaska Native									0	0
Asian	4	3	3	1		2			7	6
Black or African American	4	3		3		2			4	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	16	3	13	1	1			13	30
Total Tenured (N=73)	18	22	7	18	2	6	0	0	27	46

Without Tenure	Professor		Associate Professor		Assistant Professor		All Others		Total	
Race/Ethnicity	M	W	M	W	M	W	M	W	M	W
American Indian or Alaska Native										
Asian										
Black or African American						2				2
Hispanic/Latino										
Native Hawaiian or other Pacific Islander										
Nonresident alien										
Unknown										
Two or More Races										
White										
Total Without Tenure (N=2)	0	0	0	0	0	3	0	0	0	2

M=MEN, W=WOMEN

Source: IPEDS Human Resources Survey, 2023-24

The vast majority of UCNJ's full-time faculty hold tenure (97.3%). Additionally, over sixty percent (64.0%) of all full-time faculty are women.

2. PERCENTAGE OF COURSE SECTIONS TAUGHT BY FULL-TIME FACULTY, FALL 2023:

Number of Course Sections	Taught by Full-time Faculty		Taught by Part-time Faculty		Taught by Others	
	N	%	N	%	N	%
1,244	360	28.9%	861	69.2%	23	1.8%

Source: TIC Report, Fall 2023.

Most Fall 2023 course sections were taught by part-time faculty (69.2%), with full-time faculty teaching 28.9% and academic specialists teaching 1.8% of sections.

3. RATIO OF FULL- TO PART-TIME FACULTY, FALL 2023:

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

Source: IPEDS Human Resources Survey, 2023-24

By faculty count, part-time instructors represented 85.7% of all Fall 2023 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	-	-	-	-	5	-	9
Female	1	-	1	-	-	1	-	3
Total	5	-	1	-	-	6	-	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, Premier Homes

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 (Retired), PSEG Services Corporation
Attorney At Law, Law Offices of Jeffrey H. Katz

Ms. Anjali Mehrotra
Vice President, American Association of University 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

Ms. Krystal Villalobos
Student Representative

Ex-Officio

Dr. Margaret M. McMenamin College President, UCNJ 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	-	17	-	19
Female	2	-	-	2	-	2	-	6
Total	3	-	-	3	-	19	-	25

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, UCNJ 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

Mr. F. Jim Della Sala

Executive Vice President, M&T Bank

Ms. Deborah Enix-Ross

Senior Advisor, Global Engagement, Debevoise & Plimpton LLP

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 ILEU, Exxon/Infineum

Alumni Association Representative, UCNJ 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 Emeritus, 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 (Retired), 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
- Ms. Sandra D. Rice
Senior Vice President, Coqual
- Mr. John Richel
Principal, Richel Commercial Brokerage, LLC
- Mr. Victor M. Richel
President and CEO, Richel Family Foundation
- Mr. James Roundtree III
Managing Director, BNY Mellon Pershing
- Mr. John M. Toriello
Attorney At Law, Of Counsel at Holland & Knight
- Mr. Allan L. Weisberg
Vice President (Retired), Johnson & Johnson
- Mr. Hugh C. Welsh
President, General Counsel, and Secretary, DSM North America

Ex-Officio

Dr. Margaret M. McMenamin College President, UCNJ 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 2024

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
- Environmental Science – Sustainability, option through Biology
- eSports Management, option through Sport Management
- Health Science
- Liberal Studies
- Mathematics
- Mathematics Education, option through Mathematics
- Medicinal Plant Chemistry, option through Biology
- Paralegal Studies
- Social Services
- Sport Management

ASSOCIATE IN SCIENCE (continued)

- Supply Chain Management
- 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
- Liberal Studies
- Photovoltaic (PV)

CERTIFICATE (continued)

- 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
- Hotel, Restaurant, and Tourism Management
- Paralegal Studies
- Supply Chain Management

2. CONTINUING EDUCATION AND WORKFORCE DEVELOPMENT, FY 2024

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
- AI Essentials
- 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 Specialist
- 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 +
- Microsoft Office Software (also available in Spanish)

Leadership Training

- Leadership and Management
- Software Skills for the Workplace
- Workforce Essentials

Real Estate

- Principles of Real Estate

Social Media Marketing

- Social Media Marketing for Business

Test Preparation

- GED TEST 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
- Construction 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

SENIOR SCHOLARS PROGRAM

- Art
- Computers and Technology
- 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 UCNJ 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

UCNJ 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 employers.

H. Research and Public Service Activities

Dr. Mandana Ahsani, Senior Professor of psychology and a member of the College's Foundation Board received the 2024 *League for Innovation in the Community College Excellence Award*.

Dr. Wendy Barnes-Thomassen served as an AWP Writer Program Mentor in 2024.

Ms. Sonia Bebenova was involved with *Wounded Warrior Project, Healing Families and Mercer Street Friends*.

Dr. Carol Biederstadt presented "Reading the Raj in Orwell's *Burmese Days*: Nascent Nationalism and the Popular Uprising against British Rule" at: A Programme of Talks on George Orwell – 06/23 – Sutton Courtenay, UK.

Dr. Nicole Cippoletti participated in the EAB Rising Higher Education Leaders Fellowship, spring 2024. She served as a peer evaluator and on the Substantive Change Committee for Middle States Commission on Higher Education (MSCHE). Dr. Cippoletti also served as a Board Member for the YWCA of Union County.

Assistant Professor of English **Mr. Roberto Carlos Garcia** published a book, *Traveling Freely: Essays*, Northwestern University Press, 2024.

In spring 2024, Vice President for Student Development **Dr. Demond T. Hargrove** received the Union County 2024 *Chester Holmes Humanitarian Award* and received the *Dr. Lawrence A. Nespoli Leadership Award* from the New Jersey Council of County Colleges.

Associate Professor of Chemistry **Ms. Sherry Heidary** was the recipient of the 2023 *Northeast Regional Faculty Award* given at the Annual Association of Community College Trustees (ACCT) and the 2024 *Distinguished Faculty Award* was given at the New Jersey Council of County Colleges Summit.

UCNJ Coach **Ms. Donna Herran** (UCNJ '85) was named an inaugural inductee into the National Junior College Athletic Association (NJCAA) Region XIX Hall of Fame.

Dr. Lisa R. Hiscano serves on the Greater Elizabeth Chamber of Commerce as a Director and is on the NJBIA Union County Employer Legislative Committee Executive Board. In 2023, she served as a Board Member of the YWCA of Union County.

Ms. Jane Yu Jiang, Director of Libraries, published a book in Chinese titled, *Embracing the Four Seasons with Classical Poetry*. I Wing Press, 2024. She also published "Teamwork in Libraries: 1R and 3Cs" in *International Journal of Librarianship*, 9(1), 116-126. Ms. Jiang reached out to Asian communities and received "Sino-monthly" donation each month. She was also a member of the NJLA Professional Development Committee.

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

Mr. Andrew Mathews performed in the Macy's Thanksgiving Day Parade Rutgers University Marching Scarlet Knights.

Dr. Margaret M. McMEnamin 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. President Margaret McMEnamin served as part of the inaugural Aspen Presidents' Fellowship. Dr. McMEnamin was honored by the Urban League of Union County in December 2023 as the recipient of the 2023 *Ella S. Teal President Award*. Dr. McMEnamin was selected by ROI-NJ as a top *Influencer for Higher Education 2024: 2 Year Presidents*. President McMEnamin co-hosted an *EdUP Experience* podcast episode with Dr. Joe Sallustio on "How to Humanize a College Campus" with President William Austin, Warren County Community College, October 2023. Throughout the year, she led several ACUE: Mid-Atlantic/New England Presidents Roundtable discussions, including on College Financial Sustainability and AI, Innovative New Teaching Practices, Using Data to Drive Institutional Change and Improve Student Outcomes, and Shaping the Future of Higher Education. She presented a workshop on "A Presidential Priority: Setting the Standard for Student Success" and a Closing Plenary: "Transforming Dreams into Action: A Fireside Chat" at the MSCHE 2023 Annual conference, December 2023. President McMEnamin co-presented at the NJ Community College Opportunity Summit Panel on Fostering Student Success and Completion in Postsecondary Education and Training, June 2024. Additionally, she presented at the WE LEAD Conference Rowan University Panel on "Navigating the Currents of Leadership Today" with other college leaders, June 2024.

Dr. Sophia Mitra presented workshops on “Authentic Assessment in the Humanities & SSBH,” April 2024 and “Adapting Final Exams for Fall Writing Courses,” May 2024. Served on the Board of Trustees for Sreeshti, a non-profit social organization for Indian Americans in Central Jersey, Sept 2007- Present. Served as a volunteer for Hope Foundation, a charity organization in the US & India for street children, May 2022- Present. Served on the editorial team for Ananda Sangbad, a publication of Ananda Mandir, a non-profit organization in Somerset, New Jersey, Fall 2022 – Present.

Dr. Christiana Nwachukwu received the Dr. Richard F. & Barbara Neblett Prize Award for Teaching Excellence 2024.

Dr. Bernard A. Polnariiev, Vice President for Administrative Services was selected to participate in selected for the 2024-25 [Aspen Institute’s Rising Presidents Fellowship](#). Dr. Polnariiev published “[Maximizing the Potential of AI in Higher Education](#)” in the *Gateway Region Inside Business* (Winter 2023-24). He served as a peer evaluator for the Middle States Commission on Higher Education (MSCHE), a member of the Advisory Board for HERDI Innovate, and served on EAB’s Research Advisory Council.

Dr. Elizabeth Ramos served as a HISPA Role Model for Hispanics Inspiring Students’ Performance and Achievement (HISPA) in April 2024. She served as a Girl Scouts of Heart New Jersey parent volunteer 2023- 2024.

Mr. Isaias Rivera served on the Elizabeth Board of Education as a Board Member and as a Commissioner for the City of Elizabeth Planning Board.

Dr. Lauren Swierc Falkowski served as a Board Member of The Conference House Association.

UCNJ Board of Trustees member **Dr. Kamran Tasharofi** was recognized with the MD Care Community Health Organization.

Librarian **Ms. Karen Venturella** served as a co-chair of the St. Teresa of Avila GreenFaith Ministry, as a member of the Summit Area GreenFaith Circle, and as a member of the Summit Recycling Advisory Committee. She published 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).

Dr. Lori Wilkin 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. Andres Zavaleta mentored two students in an undergraduate research project involving the use of Perkin Elmer Clarus 590 Gas Chromatograph. The results were presented in a poster session on April 19, 2024 at UCNJ and in the article titled: "A Qualitative GC Analysis of Low- and High-Octane Gasoline Samples" (See p3-8, <https://anyflip.com/qzxyn/hocb/>) published in the UCNJ Undergraduate Research Journal. Dr. Zavaleta performed independent chemistry research at the University of Nevada-Reno in Summer 2024.

Board of Governors Chair **Ms. Mary M. Zimmermann** (UCNJ '01) received the *Ronald D. Winthers Trustee Leadership Award* by the New Jersey Council of County Colleges.

The New Jersey Council of County Colleges honored two PTK student-scholars who were named to the NJ All-State Academic Team, **Ms. Michaela Fajardo** (UCNJ '24) and **Ms. Camila Taddeo**.

UCNJ alumnus **Mr. Mark Farag** ('22) was selected for a prestigious 2024 Jack Kent Cooke Foundation Graduate Scholarship.

Mr. Ian Friedman (UCNJ '24) is a three-time eSports Mario Kart 1v1 National Champion.

The New Jersey Student of the Year award was presented to **Ms. Katherine Mejia** (UCNJ '24) by the New Jersey Council of County Colleges.

Ms. Khila Morris (UCNJ '24) was named to the NJCAA Division II All-America Team. She was also named First Team All-Region and Region XIX's Player of the Year this 2023-24 season.

Mr. Patrick Murray (UCNJ '24) finished 7th in the nation and now is a 2-time All-American. He previously won the NJCAA Region XIX Golf Championship.

Ms. Precious Opaola (UCNJ '24) was selected as a Kaplan Leadership Scholar and will attend Princeton University in fall 2024.

Two UCNJ students, **Ms. Maryann Ossai** and **Ms. Camila Tadeo**, were named 2023 Coca-Cola Leaders of Promise Scholars.

UCNJ NJ Women's Basketball team competed at the NJCAA National Tournament in Missouri in spring 2024.

Head Coach **Ms. Marbely Montas** (UCNJ '07) was named NJCAA Region XIX Coach of the Year for the sixth consecutive year. The Women's Basketball team has had seven Region XIX Tournament appearances.

UCNJ Union College of Union County, NJ celebrated its 90th Anniversary in October 2023. It is the first community college in New Jersey.

UCNJ was selected as a finalist for the 2025 Aspen Institute College Excellence Program.

I. Major Capital Projects Underway, Fiscal Year 2024

During the 2023-24 fiscal year, the following capital projects and improvements were undertaken at UCNJ Union College of Union County, NJ:

CRANFORD CAMPUS

Construction of the new Electrical Substation continues.

Standardization of signage throughout all campuses is underway. This project is extended to all other campuses as well.

Union Honors room received new carpeting, was repainted, the furniture was upgraded, and new ceiling tiles and lights were changed to LED.

Decorative fencing along Springfield Avenue, the main entrance, and the Gallows Hill entrance is in progress.

Design documents for equipment replacement and redesign of the server room and kitchen are being evaluated.

ELIZABETH CAMPUS

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

The interior flood repairs in the Kellogg Building have been completed. The relocation of the emergency generator is in progress.

PLAINFIELD CAMPUS

Demolition of the old steakhouse structure on the corner of East 3rd Street and Roosevelt Avenue has resumed after successful abatement of oil tanks. Planning has begun on a replacement structure for the property.

Installation of the diesel generator is being evaluated.

SCOTCH PLAINS CAMPUS

The Utility Separation project is still underway. This project is designed to separate UCNJ utilities from the Union County Vocational-Technical School.