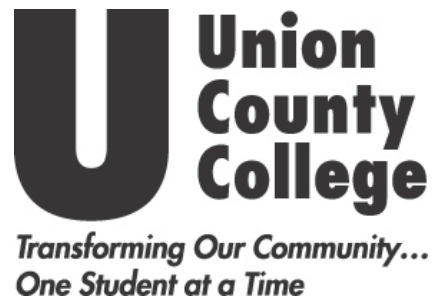


UNION COUNTY COLLEGE



Annual Institutional Profile FY 2018

September, 2018

Union County College does not discriminate and prohibits discrimination in all of its programs and activities, as required by State and Federal law.

Preface

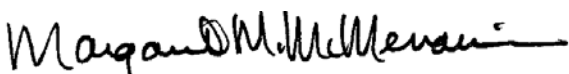
Union County College is a public two-year, comprehensive community college offering quality, affordable educational programs to the greater Union County region. We have the distinction of being the first of New Jersey's 19 community colleges and have proudly served our community since 1933. Union County College, accredited by the Middle States Commission on Higher Education, currently enrolls more than 20,000 credit, non-credit, and continuing education students.

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

In the more than 35 years since the merger, the demographic composition of the College's student population and its workforce has changed significantly. More than two-thirds of students enrolled in Fall 2017 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's mission of "transforming our community...one student at a time" unites faculty, staff, and the administration. Every day our students are educated, encouraged, and empowered in their quest to learn and better serve the needs of the community. Eighty-five years ago, the College was established to train jobless teachers during the struggle of the Great Depression. Today, Union continues in the mission of enhancing the lives of career-minded and transfer-oriented students, "...one student at a time."

Union has taken an active and aggressive approach in the quest to accelerate student success with the implementation of strategic initiatives. Operation Graduation and Project Achievement, along with the revitalization of student services through strengthening advising and improving teaching and learning among the faculty, have more than tripled the graduation rates in the past four years. Union will continue on this path until every student achieves the success they deserve and desire. As the College celebrates its 85th anniversary, we thank you for your interest in Union and our Institutional Profile for fiscal year 2018.



Dr. Margaret M. McMenemy
President, Union County College

Table of Contents

A. Accreditation Status	1
1. Institutional Accreditation	
2. Professional Accreditation	
B. Number of Students Served	2
1. Number of Undergraduate Students by Attendance Status, Fall 2017	
2. Number of Graduate Students by Attendance Status, Fall 2017 (N/A)	
3. Number of Non-Credit Students Served, FY 2017	
4. Unduplicated Number of Students Enrolled, FY 2017	
C. Characteristics of Undergraduate Students	3
1. Mean Mathematics, Reading, and Writing SAT Scores, Fall 2017 (N/A)	
2. Enrollment in Remediation Courses by Subject Area, Fall 2017	
3. Characteristics of Students by Race/Ethnicity, Gender and Age, Fall 2017	
4. Number of Students Receiving Financial Assistance Under Each Federal-, State- & Institution-Funded Aid Program, FY 2017	
5. Percent of Degree- & Certificate-Seeking Students who are NJ Residents, Fall 2017	
D. Student Outcomes -- Graduation, Retention and Transfer	8
1. Graduation and Transfer Rates	
2. Third Semester Retention Rate	
E. Faculty Characteristics	10
1. Full-time Faculty by Race/Ethnicity, Gender and Tenure, Fall 2017	
2. Percentage of Course Sections Taught by Full-time Faculty, Fall 2017	
3. Ratio of Full- to Part-time Faculty, Fall 2017	
F. Characteristics of the Trustees and Governors	12
1. Characteristics of the Trustees/Governors by Race/Ethnicity and Gender	
2. List of the Trustees/Governors with Titles and Affiliations	
3. URL of the Webpages with Information on Trustees/Governors	
G. Profile of the Institution	15
1. Degree and Certificate Programs, FY 2018	
2. Continuing Education, FY 2018	
H. Research and Public Service Activities	19
I. Major Capital Projects Underway in Fiscal Year 2017	23

A. Accreditation Status

1. INSTITUTIONAL ACCREDITATION

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

2. PROFESSIONAL ACCREDITATION

The following programs are accredited by professional or specialized agencies:

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

The Dental Assisting (CT) program, conducted jointly with Rutgers University School of Health Professions, is accredited by the Commission on Dental Accreditation.

The Dental Hygiene (AAS) program, conducted jointly with Rutgers University School of Health Professions, is accredited by the Commission on Dental Accreditation.

The Emergency Health Sciences – Paramedic (AAS) program is accredited by the Commission on Accreditation of Allied Health Educational Programs (CAAHEP) with the recommendation of the Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions (CoAEMSP).

The Paralegal Studies (AAS, CTA) programs are approved by the Standing Committee on Paralegals of the American Bar Association (ABA).

The Physical Therapist Assistant (AAS) program is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE).

The Practical Nursing (CT) program is accredited by the Accreditation Commission for Education in Nursing, Inc. (ACEN) and the New Jersey State Board of Nursing.

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

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

The Respiratory Care (AS) Program, conducted jointly with Rutgers University School of Health Professions, is accredited by the Commission on Accreditation for Respiratory Care (CoARC).

B. Number of Students Served

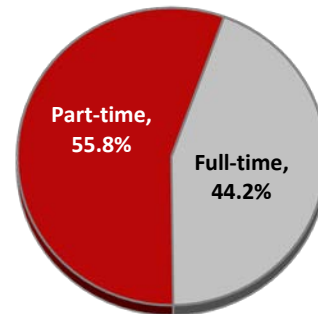
1. NUMBER OF UNDERGRADUATE STUDENTS BY ATTENDANCE STATUS, FALL 2017:

Attendance	Headcount (N)	Percent (%)
Full-time	4,297	44.2%
Part-time	5,414	55.8%
Total	9,711	100%

Source: IPEDS Fall Enrollment Survey, 2017 (Census)

Union County College enrolled 9,711 degree and non-degree students in the Fall 2017 semester. Over forty percent (44.2%) enrolled on a full-time basis (12 or more credits) and more than half (55.8%) enrolled on a part-time basis (less than 12 credits).

Fall 2017 Enrollment by Attendance Status



2. NUMBER OF GRADUATE STUDENTS BY ATTENDANCE STATUS, FALL 2017: N/A

3. NUMBER OF NON-CREDIT STUDENTS SERVED, FY 2017:

Program Type	Number of Registrations	Unduplicated Registrations	Clock Hours ¹	FTE ²
Open Enrollment	8,085	3,761	230,407	512
Customized Training	1,327	--	20,077	45

¹ Includes all registrations in any course that started on July 1, 2016 through June 30, 2017.

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, FY2017.

A total of 3,761 students enrolled in non-credit continuing education courses during 2016-2017 fiscal year (FY2017). These students enrolled in 8,085 non-credit courses and completed 230,407 clock hours of instruction, representing 512 full-time equivalent students. In addition, the College provided customized training packages to 310 business clients resulting in 1,327 registrations completing 20,077 clock hours, which represents 45 full-time equivalent students.

4. UNDUPLICATED NUMBER OF STUDENTS ENROLLED, FY 2017:

Unduplicated Headcount	Credit Hours	FTE ¹
13,902	217,185	7,240

Source: IPEDS 12-month Enrollment Survey, FY2017; ¹ FTE is computed by dividing credit hours by 30.

A total of 13,902 students enrolled in credit-bearing classes at Union County College between July 1, 2016 and June 30, 2017. These students completed a total of 217,185 credit hours, which represents 7,240 full-time equivalent students.

C. Characteristics of Undergraduate Students

1. MEAN MATHEMATICS, READING AND WRITING SAT SCORES, FALL 2017 (SENIOR PUBLIC INSTITUTIONS): N/A

2. ENROLLMENT IN REMEDIATION COURSES BY SUBJECT AREA, FALL 2017:

STUDENTS ENROLLED IN AT LEAST ONE REMEDIAL COURSE

Enrollment	Number enrolled in one or more remedial courses	Total (%)
9,711	1,198	12.3%

Source: SURE Fall Enrollment File, 2017 (Census)

Of the 9,711 degree- and non-degree-seeking students enrolled in credit-bearing classes in the Fall 2017 semester, 12.3% 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	Total (%)
1,348	579	43.0%

Source: SURE Fall Enrollment File, 2017 (Census)

A total of 1,348 first-time, full-time degree- and certificate-seeking students enrolled in credit-bearing classes in the Fall 2017 semester, with four in ten (43.0%) enrolled in one or more remedial courses.

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

Subject Area	Number Enrolled	Total (%)
Computation	0	0.0%
Algebra	265	19.7%
Reading	63	4.7%
Writing	77	5.7%
English	389	28.9%

Source: SURE Fall Enrollment File, 2017 (Census)

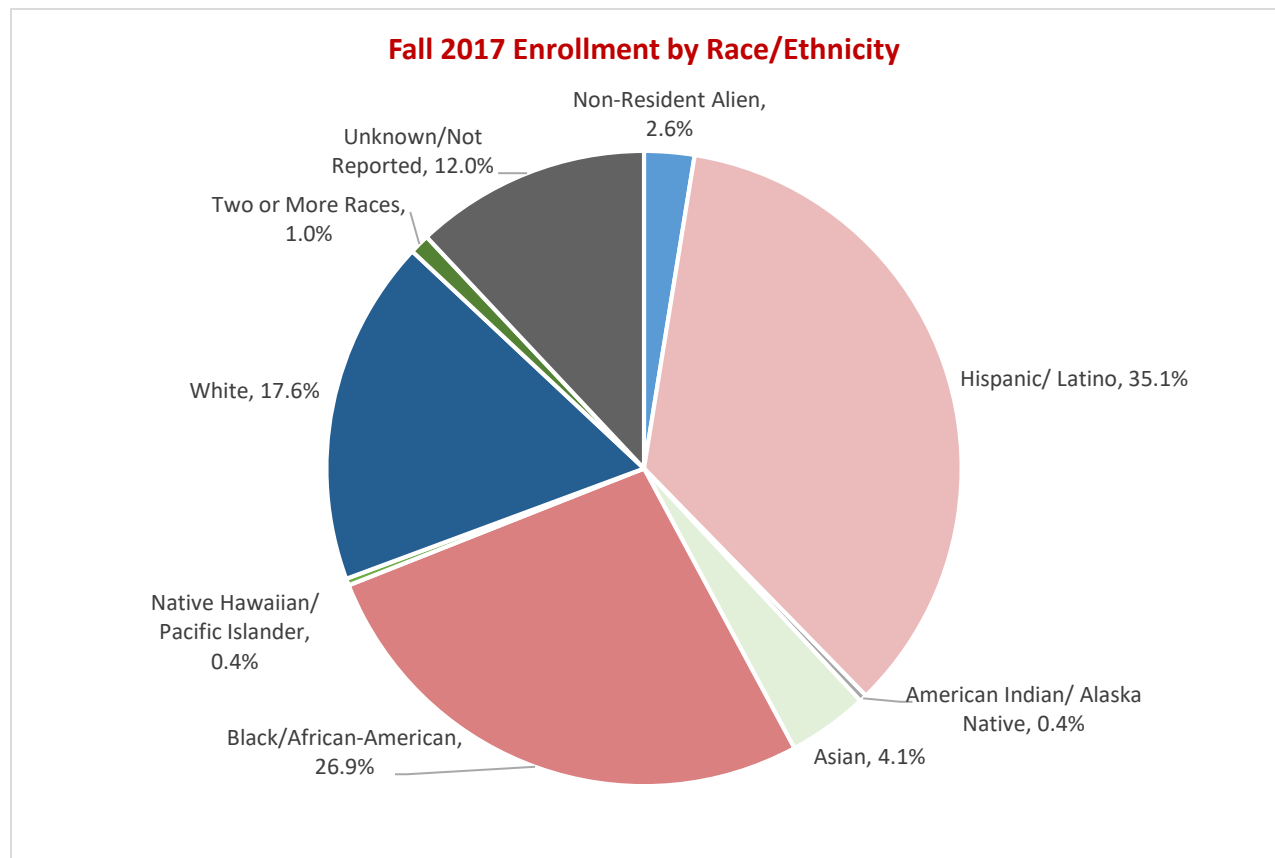
Among first-time, full-time, degree- and certificate-seeking students in the Fall 2017 semester, 19.7% enrolled in remedial algebra, 4.7% enrolled in remedial reading, 5.7% enrolled in remedial writing, and 28.9% enrolled in remedial English (a combination of reading and writing remediation or a Language Arts class). The College no longer offers a remedial computation course.

3. CHARACTERISTICS OF STUDENTS BY RACE / ETHNICITY, GENDER AND AGE, FALL 2017:

Race/Ethnicity	Full-Time	% of FT	Part-time	% of PT	Total	% of Total
Non-Resident Alien	183	4.3%	65	1.2%	248	2.6%
Hispanic/Latino	1,604	37.3%	1,808	33.4%	3,412	35.1%
American Indian/Alaska Native	19	0.4%	18	0.3%	37	0.4%
Asian	138	3.2%	258	4.8%	396	4.1%
Black or African-American	1,040	24.2%	1,568	29.0%	2,608	26.9%
Native Hawaiian/Pacific Islander	15	0.3%	19	0.4%	34	0.4%
White	671	15.6%	1,041	19.2%	1,712	17.6%
Two or More Races	48	1.1%	51	0.9%	99	1.0%
Race and Ethnicity Unknown	579	13.5%	586	10.8%	1,165	12.0%
Total	4,297	100%	5,414	100%	9,711	100%

Source: IPEDS Fall Enrollment Survey, 2017 (Census)

A total of 9,711 degree- and non-degree-seeking students enrolled at Union County College during the Fall 2017 semester. More than one-third (35.1%) 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/African-American students (26.9%) followed by White students (17.6%).



STUDENTS ENROLLED BY GENDER AND ENROLLMENT STATUS, FALL 2017

Gender	Full-Time	% of FT	Part-time	% of PT	Total	% of Total
Male	2,004	46.6%	1,764	32.6%	3,768	38.8%
Female	2,293	53.4%	3,650	67.4%	5,943	61.2%
Total	4,297	100%	5,414	100%	9,711	100%

Source: IPEDS Fall Enrollment Survey, 2017 (Census)

Female students represented over sixty percent (61.2%) of the total student body and more than half (53.4%) of the full-time enrollment. Nearly forty percent (38.8%) of the total student body were 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 2017

Age Group	Full-Time	% of FT	Part-time	% of PT	Total	% of Total
Less than 18	25	0.6%	75	1.4%	100	1.0%
18-19	1,668	38.8%	459	8.5%	2127	21.9%
20-21	1,200	27.9%	786	14.5%	1986	20.5%
22-24	588	13.7%	1,066	19.7%	1654	17.0%
25-29	366	8.5%	1,127	20.8%	1493	15.4%
30-34	172	4.0%	687	12.7%	859	8.8%
35-39	112	2.6%	466	8.6%	578	6.0%
40-49	117	2.7%	529	9.8%	646	6.7%
50-64	49	1.1%	203	3.7%	252	2.6%
65+	0	0.0%	16	0.3%	16	0.2%
Unknown	0	0.0%	0	0.0%	0	0.0%
Total	4,297	100%	5,414	100%	9,711	100%

Source: IPEDS Fall Enrollment Survey, 2017 (Census)

Over three-quarters (75.8%) of the degree- and non-degree-seeking student body at Union County College are under thirty years old. The two largest groups of full-time students are between 18-19 years old (38.8%) and 20-21 years old (27.9%). Part-time students are more likely to be a bit older with slightly over forty percent (41.0%) falling between 22 and 29 years old.

4. NUMBER OF STUDENTS RECEIVING FINANCIAL ASSISTANCE UNDER EACH FEDERAL-, STATE- AND INSTITUTION-FUNDED AID PROGRAM, FY 2017:

FEDERAL AID, 2016-17 AY	Recipients	Amount (Rounded)	Avg. Per Recipient (Rounded)
Pell Grants	5,302	\$ 17,793,000.	\$ 3,356.
College Work Study	181	463,000.	2,558.
Perkins Loans	0	0.	-
SEOG	1,518	287,000.	189.
Plus Loans	22	110,000.	5,000.
Stafford Loans (Subsidized)	1,498	4,035,000.	2,694.
Stafford Loans (Unsubsidized)	1,642	5,485,000	3,340.
Smart and ACG or other	0	0.	-
STATE AID, 2016-17 AY	Recipients	Amount (Rounded)	Avg. Per Recipient (Rounded)
Tuition Aid Grant (TAG)	1,572	\$ 2,526,000.	\$ 1,607.
Educational Opportunity Fund (EOF)	229	227,000.	991.
Outstanding Scholars	2	2,000.	1,000.
Distinguished Scholars	0	0.	-
Urban Scholars	4	4,000.	1,000.
NJ Stars	62	174,000.	2,806.
NJ Class Loan	9	45,000.	5,000.
INSTITUTIONAL AID, 2016-17 AY	Recipients	Amount (Rounded)	Avg. Per Recipient (Rounded)
Scholarships and Grants	789	\$ 1,255,000.	\$ 1,591.
Institutional Loans	0	0.	0.

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

Pell Grants represented the largest federal grant awarded to Union College students with 5,302 recipients and an average award of \$3,356 per student, Supplemental Educational Opportunity Grants (SEOG) were awarded to 1,518 students with an average award of \$189 and 181 students participated in the College Work Study program. A total of 22 students received a Plus loan, averaging \$5,000 per student, 1,498 students received subsidized Stafford Loans, with an average loan of \$2,694; and 1,642 students received an unsubsidized Stafford Loan, with an average loan amount of \$3,340.

Of the state-funded financial aid programs 1,572 students received a Tuition Aid Grant (TAG), with an average award of \$1,607, accounting for the largest state grant awarded to Union County College students. A total of 229 students received support from the Educational Opportunity Fund (EOF) with an average award of \$991. Two students were named Outstanding Scholars and four students were named Urban Scholars, with an average scholarship of \$1,000. Sixty-two students received the NJ Stars scholarship, with an average award of \$2,806. Nine students received a NJ Class loan, which averaged \$5,000 per student.

At the institutional level 789 Union County College students were awarded grants or scholarships, with an average award of \$1,591 per recipient.

5. PERCENTAGE OF DEGREE- AND CERTIFICATE-SEEKING STUDENTS WHO ARE NEW JERSEY RESIDENTS, FALL 2017:

First-time Degree Seeking Students	New Jersey Residents	Out of State Residents	% of New Jersey Residents
1,823	1,818	5	100%

Source: IPEDS Fall Enrollment Survey, 2017 (Census)

All first-time, degree- and certificate-seeking students, enrolled at Union County College during the Fall 2017 semester, reside in the State of New Jersey. This figure includes first-time, full-time and first-time, part-time degree- and certificate-seeking students.

Degree- and Non-Degree Seeking Students	New Jersey Residents	Out of State Residents	% of New Jersey Residents
9,711	9,411	300	96.9%

Source: IPEDS Fall Enrollment Survey, 2017 (Census)

The majority (96.9%) of all degree- and certificate-seeking and non-degree-seeking students enrolled at Union County College during the Fall 2017 semester reside in the State of New Jersey. More than eighty percent (84.2%) of the student body are residents of Union County.

County	Fall 2017 (N)	% of Total (%)
Union	8,177	84.2%
Essex	505	5.2%
Middlesex	319	3.3%
Hudson	132	1.4%
Somerset	79	0.8%
Monmouth	51	0.5%
Bergen	35	0.4%
Morris	43	0.4%
Passaic	31	0.3%
Mercer	10	0.1%
Ocean	8	0.1%
Hunterdon	3	0.0%
Sussex	8	0.1%
Warren	5	0.1%
Burlington	2	0.0%
Atlantic	0	0.0%
Gloucester	1	0.0%
Cape May	0	0.0%
Camden	1	0.0%
Cumberland	0	0.0%
Salem	1	0.0%
Outside NJ	300	3.1%
TOTAL	9,711	100.0%

D. Student Outcomes – Graduation, Retention and Transfer

1. GRADUATION AND TRANSFER RATES

TWO YEAR GRADUATION RATE OF THE FALL 2014 FIRST-TIME, FULL-TIME COHORT.

First-time, Full-time Cohort	Number in Cohort	Graduated within two years	Percent of Total
Fall 2014	1,549	123	7.9%

Source: IPEDS Graduation Rate Survey, 2017-18

THREE YEAR GRADUATION RATE BY RACE/ETHNICITY OF THE FALL 2014 FIRST-TIME, FULL-TIME COHORT.

Race/Ethnicity	Fall 2014 Cohort	Graduate within 150%	% of cohort within race/ethnicity
Non-Resident Alien	24	9	37.5%
Hispanic/Latino	572	111	19.4%
American Indian/Alaska Native	4	0	0.0%
Asian	43	18	41.9%
Black/African-American	450	88	19.6%
Native Hawaiian/Pacific Islander	1	0	0.0%
White	228	88	38.6%
Two or More Races	16	4	25.0%
Race and Ethnicity Unknown	211	55	26.1%
Total	1,549	373	24.1%

Source: IPEDS Graduation Rate Survey, 2017-18; Graduation rates are through August 31, 2017.

TRANSFER-OUT RATE BY RACE/ETHNICITY OF THE FALL 2014 FIRST-TIME, FULL-TIME COHORT.

Race/Ethnicity	Fall 2014 Cohort	Transfer-out within 150%	% of cohort within race/ethnicity
Non-Resident Alien	24	1	4.2%
Hispanic/Latino	572	37	6.5%
American Indian/Alaska Native	4	1	25.0%
Asian	43	2	4.7%
Black/African-American	450	42	9.3%
Native Hawaiian/Pacific Islander	1	0	0.0%
White	228	25	11.0%
Two or More Races	16	2	12.5%
Race and Ethnicity Unknown	211	19	9.0%
Total	1,549	129	8.3%

Source: IPEDS Graduation Rate Survey, 2017-18; Transfer-out rates are through August 31, 2017.

Union County College enrolled 1,549 first-time, full-time certificate- or degree-seeking students in the Fall semester of 2014. From this cohort of first-time, full-time students, a total of 373 students graduated within 150% of normal time to completion. This calculation is used to determine the College's graduation rate (24.1%).

A total of 129 students transferred to another college or university within 150% of normal time to completion. This calculation is used to determine the College's transfer-out rate (8.3%).

A student who continues studies beyond 150% of normal time to completion is known as a persister. From this same cohort, a total of 284 students continued their studies at Union in the subsequent semester, Fall 2017 (20.9%).

2. THIRD SEMESTER RETENTION RATE

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

Full-Time		
Fall 2016 First-Time Undergraduates	Retained in Fall 2017	Retention Rate
1,362	930	68.3%

Source: IPEDS Fall Enrollment Survey, 2017 (Part E)

In the Fall 2016 semester, Union County College enrolled 1,362 first-time, full-time degree- and certificate-seeking students. A total of 930 students were retained in the Fall 2017 semester, representing 68.3% of the full-time cohort.

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

Part-Time		
Fall 2016 First-Time, Part-Time Undergraduates	Retained in Fall 2017	Retention Rate
496	226	45.6%

Source: IPEDS Fall Enrollment Survey, 2017 (Part E)

The College enrolled 496 first-time, part-time degree- and certificate seeking students. A total of 226 students were retained in the Fall 2017 semester, representing 45.6% of the part-time cohort.

E. Faculty Characteristics

1. FULL-TIME FACULTY BY RACE/ETHNICITY, GENDER AND TENURE, FALL 2017:

Tenured	Professor		Associate Professor		Assistant Professor		All Others		Total	
	M	W	M	W	M	W	M	W	M	W
Race/Ethnicity										
Non-Resident Alien										
Hispanic/Latino			2	1	1				3	1
American Indian/Alaska Native										
Asian	4	3	1	2					5	5
Black or African-American	3	3	2	2	1	3			6	8
Native Hawaiian/Pacific Islander										
White	12	16	10	27	1	6	1		24	49
Two or More Races										
Race and Ethnicity Unknown										
Total Tenured (n=101)	19	22	15	32	3	9	1		38	63
Without Tenure	Professor		Associate Professor		Assistant Professor		All Others		Total	
	M	W	M	W	M	W	M	W	M	W
Race/Ethnicity										
Non-Resident Alien										
Hispanic/Latino	1						2	2	3	2
American Indian/Alaska Native										
Asian					2			2	2	2
Black or African-American								1		1
Native Hawaiian/Pacific Islander										
White				1	3	1		2	3	4
Two or More Races										
Race and Ethnicity Unknown										
Total Without Tenure (n=17)	1	0	0	1	5	1	2	7	8	9
Total Full-time Faculty	Professor		Associate Professor		Assistant Professor		All Others		Total	
	M	W	M	W	M	W	M	W	M	W
Race/Ethnicity										
Non-Resident Alien										
Hispanic/Latino	1		2	1	1		2	2	6	3
American Indian/Alaska Native										
Asian	4	3	1	2	2			2	7	7
Black or African-American	3	3	2	2	1	3		1	6	9
Native Hawaiian/Pacific Islander										
White	12	16	10	28	4	7	1	2	27	53
Two or More Races										
Race and Ethnicity Unknown										
Grand Total (n=118)	20	22	15	33	8	10	3	7	46	72

M=MEN, W=WOMEN

Source: IPEDS Human Resources Survey, 2017-18

More than eighty-five percent (85.6%) of Union County College's full-time faculty are tenured. Women represent over sixty percent (62.4%) of tenured full-time faculty and just over half (52.9%) of the non-tenured full-time faculty. In addition, the College employed 445 part-time instructional staff; of whom 233 (52.4%) were men and 212 (47.6%) were women.

2. PERCENTAGE OF COURSE SECTIONS TAUGHT BY FULL-TIME FACULTY, FALL 2017:

Number of Course Sections	Taught by Full-time Faculty		Taught by Part-time Faculty		Taught by Others	
	N	%	N	%	N	%
1,266	534	42.2%	695	54.9%	37	2.9%

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

Source: TIC Report, Fall 2017

Over forty percent (42.2%) of course sections were taught by full-time faculty. Course sections taught by part-time faculty accounted for over half (54.9%) of the total number of sections offered during the Fall 2017 semester. Nearly three percent of course sections (2.9%) were taught by others who are full-time administrators teaching on a part-time basis.

3. RATIO OF FULL- TO PART-TIME FACULTY, FALL 2017:

Full-time Faculty		Part-time Faculty		Total	
N	%	N	%	N	%
118	21.0%	445	79.0%	563	100.0%

Note: Count does not include instructional staff that are not on the college's payroll (joint & cooperative programs) or full-time administrators teaching on a part-time basis.

Source: IPEDS Human Resources Survey, 2017-18

Of the 563 instructional staff, who taught courses in the Fall 2017 semester, 118 (21.0%) were full-time and 445 (79.0%) were part-time.

F. Characteristics of the Trustees and Governors

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

Gender	Hispanic/ Latino	American Indian/ Alaska Native	Asian	Black/ African- American	Native Hawaiian/ Pac. Island	White	Two or More	Total
Male	2	-	-	1	-	5	-	8
Female	-	-	-	1	-	1	1	3
Total	2	-	-	2	-	6	1	11

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

Mr. Victor M. Richel	President and CEO, Richel Family Foundation
Chairperson	
Mr. Frank A. Bolden, Esq.	Vice President (Retired), Johnson & Johnson
Vice-Chairperson	
Mr. Lawrence D. Bashe	Managing Director (Retired), Raymond James & Associates, Inc.
Mr. George A. Castro, II	President and CEO, Atlantic Real Estate Pros, Inc.
Mr. Daniel J. Connolly, CPA	Managing Director, Connolly & Co., P.C.
Mr. Nick Fixmer	Owner, Paragon Strategies, LLC; Partner, Parktowne Associates, LLC
Mr. Edward J. Hobbie, Esq.	Attorney at Law, Hobbie & Hobbie, L.L.C.
Ms. Cherron P. Rountree	Business Administrator, City of Rahway, New Jersey
Dr. Karen Young-Thomas	CEO, Marion P. Thomas Charter School
Ms. Mary M. Zimmermann	Civic Leader
Mr. Zachery Trinidad	Student Representative, Union County College Alumnus

Ex-Officio

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

Legal Counsel

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

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

Gender	Hispanic/ Latino	American Indian/ Alaska Native	Asian	Black/ African- American	Native Hawaiian/ Pac. Island	White	Two or More	Total
Male	1	-	-	-	-	15	-	16
Female	3	-	-	2	-	2	-	7
Total	4	-	-	2	-	17	-	23

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

Ms. Elizabeth Garcia, P.E. Chairperson	Engineer (Retired) Infineum USA LP/Exxon Chemical Company
Ms. Mary M. Zimmermann Vice-Chairperson	Civic Leader
Ms. Melinda Ayala	President, Union County College Alumni Association
Mr. Lawrence D. Bashe	Managing Director (Retired), Raymond James & Associates, Inc.
Ms. Nancy J. Benz	Licensed Professional Counselor, Private Practice
Mr. Rafael J. Betancourt, Esq.	Attorney & Partner, Triarsi, Betancourt, Wukovits & Dugan
Ms. Tamecka M. Dixon	Owner, Avis Car Rental, Westfield, NJ Former Professional Basketball Player, WNBA
Ms. Susan D. Hairston	Operations and Administration Management Consultant
Mr. Alan M. Haveson	Business Consultant
Mr. Stephen F. Hehl, Esq.	Attorney at Law, Hehl & Hehl, P.C.
Ms. Donna M. Herran	Vice-President ILEU (Retired), Exxon/Infineum Alumni Association Representative, Union County College
Mr. Harvey R. Hirschfeld	President and Director, Plaintiff Funding Holding Inc.
Mr. Edward J. Hobbie, Esq.	Attorney at Law, Hobbie & Hobbie, L.L.C.
Mr. Gary S. Horan, FACHE	President and CEO, Trinitas Health and Regional Medical Center
Mr. Jeffrey H. Katz, Esq.	Principal Wireless Solutions Architect, PSEG Services Corporation Attorney at Law, Law Offices of Jeffrey H. Katz
Mr. Chester Lobrow	Owner, Severyn Fur Salon

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

Mr. Richard J. Malcolm	Business Agent, 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. Francis Raudelunas	Manager, Ingridimax
Mr. Victor M. Richel	President and CEO, Richel Family Foundation
Mr. Allan L. Weisberg	Vice President (Retired), Johnson & Johnson
Mr. Hugh C. Welsh	President, General Counsel, and Secretary, DSM North America

Ex-Officio

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

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

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

G. Profile of the Institution

1. DEGREE AND CERTIFICATE PROGRAMS, FY 2018

ASSOCIATE IN ARTS

- American Studies, option through Liberal 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
- Music and Theater Arts, option through Liberal Arts
- Psychology, option through Liberal Arts
- Public Administration, option through Business
- Sociology, option through Liberal Arts
- Visual Arts, option through Liberal Arts

ASSOCIATE IN SCIENCE

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

ASSOCIATE IN SCIENCE (continued)

- Supply Chain Management
- Sustainability Science, option through Engineering
- Radiography, Amplified Program, JFK Medical Center Muhlenberg Harold B. and Dorothy Snyder Schools
- Diagnostic Medical Sonography, JFK Medical Center Muhlenberg Harold B. and Dorothy Snyder Schools
- Nursing, JFK Medical Center Muhlenberg Harold B. and Dorothy Snyder Schools
- Nursing, Trinitas School of Nursing
- Psychosocial Rehabilitation & Treatment, Rutgers University School of Health Professions
- Respiratory Care, Rutgers University School of Health Professions

ASSOCIATE IN APPLIED SCIENCE

- Accounting
- Automotive Technology
- Business Management
- Business Marketing
- Dental Hygiene, with Rutgers University School of Health Professions
- Electronics/Electromechanical Engineering Technology
- Fire Science Technology
- Game Design Development
- Hotel, Restaurant and Tourism Management
- Paramedic, Emergency Health Science, Robert and Freda Brown Paramedic Program
- Physical Therapist Assistant
- Technical Studies

CERTIFICATE

- American Sign Language and Deaf Studies
- Audio Production
- Criminal Justice
- Dental Assisting, with Rutgers University School of Health Professions
- Emergency Medical Studies
- Interpreting Spoken Language
- Liberal Studies
- Photovoltaic (PV)
- Practical Nursing

CERTIFICATE OF ACHIEVEMENT

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

2. CONTINUING EDUCATION, FY 2018**BUSINESS AND MANAGEMENT**

- Accounting
- PACE Program
- Bookkeeping
- Business
 - Business and Professional Writing
 - Introduction to Lean Six Sigma
 - Six Sigma Green Belt Body of Knowledge
- Human Resources
- Management

CHILD CARE

- CDA Portfolio Preparation

COMMERCIAL DRIVER TRAINING**COMPUTER TRAINING**

- Graphic Arts
- Information Technology
 - A+ Service Technician
 - Cisco Networking
 - CompTIA Network+
- Microsoft Office Software
- Social Media and Special Interest Classes

CONSTRUCTION

- Uniform Construction Code

EDUCATION

- NPTNJ Alternate Route Teacher Preparation
 - Introduction to Teaching 50-Hour Pre-Service
 - Bridge Program for Students who already took the Introduction to 24-Hour Pre-Service
- Online Teaching

FACILITY MANAGEMENT**FITNESS CAREERS**

- Personal Trainer National Certification
- Training Classes for Personal Trainers

HEALTHCARE CAREERS

- CPR Classes
- EKG Technician

- Emergency Medical Technician
- Medical Billing and Coding Professional
- Patient Care Technician
- Pharmacy Technician
- Phlebotomy Technician

ONLINE LEARNING**REAL ESTATE****TRANSPORTATION, LOGISTICS AND DISTRIBUTION**

- Commercial Driver Training
- Logistics
- Supply Chain Management

TEST PREPARATION

- GED Preparation Courses
- Praxis Preparation Course

LEISURE AND PERSONAL DEVELOPMENT

- Art
- CPR
- Foreign Language
- Fitness
- Floral Design
- Knit and Crochet
- Music
- Personal Finance

SENIOR SCHOLAR PROGRAM

- Art
- Computers and Technology
- Dance
- Fitness
- Photography
- Special Interest

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

- Arts and Photography
- Black Rocket
- Fashion Works
- Language
- Math
- Super Science
- Test Prep
- Writing

ENGLISH AS A SECOND LANGUAGE (ESL)**CURSOS EN ESPAÑOL**

H. Research and Public Service Activities

Professor **Wendy Barnes-Thomassen** was a volunteer with the *Aids Resource Foundation for Children* and with *Alice James Books*, an American non-profit poetry press.

Ms. Maritza N. Batista served as a as a Sunday School Teacher and Deacon at Missionary Christian Church in Newark.

Dr. Carol Biederstadt presented “*A Transformational Journey: One Institution’s Experience Using the New Accreditation Standards*” at the Middle States Commission on Higher Education Annual Conference (with Dr. Mandana Ahsani, Dr. Maris Lown, and Dr. Margaret M. McMenamini) in Philadelphia, PA in December 2017.

Ms. Sara Bontempo volunteered with NJ Boxer Rescue and served as a driver for Martha’s Mutt Movers, a charitable dog rescue transport organization.

Dr. Susannah Chewing presented “*The Queer Diversions of Sir Gawain and the Green Knight*” at the New Jersey College English Association (NJCEA) Annual Conference at Seton Hall University, South Orange, New Jersey in March 2018. She also presented “*Anchoritic Things*” at the International Anchoritic Conference at the University of East Anglia in Norwich, United Kingdom. Her essay, “*Anchorites in the Anthology: Teaching Anchoritic Literature in the Sophomore British Lit Survey*,” was published by Studies in Medieval and Renaissance Teaching (SMART), in Fall 2017.

Ms. Angie Correia received an honor from PSE&G for participating in their Powering the Community Program. Ms. Correia was honored for her commitment to the soccer community.

Professor **Pedro Cosme** and **Dr. Lester Sandres Rapalo** co-authored an article with Caroline S. Turner et al. entitled, "Hispanic-Serving Institution Scholars and Administrators on Improving Latina/Latino/Latinx/Hispanic Teacher Pipelines: Critical Junctures along Career Pathways" in the Association of Mexican American Educators (AMAE) Journal and represented Union at the White House and the United States Department of Education.

Ms. Lauren Falkowski served as a *Mission Project* volunteer and as a web designer for *Women’s Safe-Haven Initiative*. She served as an *Earth Day* volunteer at Wilson Park in Linden, New Jersey.

Professor Roberto Garcia participated in the Dodge Poetry in the Schools Program: Poetry Workshops with DACA Students & Teenagers Who Crossed the Border Unaccompanied, where he coached students to write poems about their experiences (March 2018.) He served as the Keynote Speaker at the New Jersey Council of English 2018 Writing Contest Award in April 2018. He gave an interactive presentation entitled “Literary Device in Kendrick Lamar’s Pulitzer Prize Winning Hip Hop Album, *Damn*” at Bloomfield College’s Writing from the Margins Institute in March 2018.

Dr. Elizabeth Hawthorne and **Dr. Cynthia Roemer** led a roundtable discussion called “Cyber Cornucopia” at the National Science Foundation Advanced Technological Education (NSF ATE PI) Conference for Principal Investigators.

Ms. Corina Hernandez and **Mr. Rafael Eulalio** presented the workshop, “*Collaborative Learning + Student Engagement = Success in STEM,*” at the PA/NJ College Reading and Learning Association Spring Regional Conference. **Mr. Jose Paez-Figueroa** finished his tenure as past-president of the chapter, and **Ms. Nicole Paternoster** was confirmed as the new chapter president.

Dr. Lisa R. Hiscano served on the Board of Directors of the Greater Elizabeth Chamber of Commerce and the YWCA of Union County. She also served as a Girl Scout Leader for the Madison/Harding Service Unit of the Girl Scouts of Northern New Jersey.

Dr. Liesl Jones completed the 2017 Higher Education Resource Services (HERS) Institute at Bryn Mawr College in July 2017.

Assistant Dean **Sara Lacagnino** was a volunteer in the *Conference House Association* from 2017 to 2018.

Dr. Denise Lagos served as a volunteer in the *Leukemia and Lymphoma Society* during 2017-2018 and as a judge for *Saint George's Oratorical Festival* in Clifton in March 2018.

Dr. Maris Lown served on the Board of Trustees of NJEdge, Hackensack Meridian Home Care Services, and as a Peer Evaluator for the Middle States Commission on Higher Education (MSCHE).

Professor **Katherine Mastrantonio** served as a volunteer for the *Appalachia Service Project*, for the *Global Aid Network (GAIN)* and for *Rise Against Hunger*.

Ms. Susana Mateo received the Groundwork Volunteer of the Year Award from Groundwork Elizabeth at their annual Winter-Green Gala.

President Margaret McMenammin served as a Commissioner and Vice Chair of the Middle States Commission on Higher Education, the American Association of Community Colleges’ Presidents Academy Executive Committee, the International Commission for the Hispanic Association of Colleges and Universities (HACU), and the National Junior College Athletic Association (NJCAA) Executive Committee.

Ms. Phyllis L. Mirabella served on the Union County Commission on the Status of Women and in the New Jersey Association of Student Councils where she served as a Senior Counselor at their annual *Leadership Training Conference*.

Professor **Sophia Mitra** presented a paper entitled “*Non-Traditional Needs*” at the Two-Year College English Association-North East (TYCA) conference in October 2017.

Dr. Bernard Polnariiev’s journal article “*Nourishing STEM Student Success via a TEAM-Based Advisement Model*,” Polnariiev, B. A., Jaafar, R., Hendrix, T., Morgan, H. P., Khethavath, P., & Idrissi, A. B., was published by the *International Journal of Higher Education*, 6 (6), 31-43, in October 2017. He served as an external evaluator for LaGuardia Community College’s *Liberal Arts Periodic Program Review* (2018, April).

Professor **Howard Pomann** gave a presentation entitled “*Trends in Higher Education*” at the NJ TESOL/NJBE 2018 Spring Conference, in June 2018.

Ms. Elizabeth Ramos volunteered in the College of Saint Elizabeth Mentoring Program and in Hispanics Inspiring Student's Performance and Achievement (HISPA) Role Model Program. She also served as a scholarship reviewer for the Hispanic Association for Colleges and Universities (HACU) scholarship program.

Dr. Lester Sandres Rapalo participated in the New Jersey State Chamber of Commerce *Annual Walk to Washington and Congressional Dinner*. He earned his Master of Business Administration from the Whitman School of Management at Syracuse University. He served as a member of the Greater Elizabeth Chamber of Commerce and as a Board Member of United Way of Greater Union County.

Ms. Beth Ritter-Guth presented, “*Tantalizing Tech Tools for the Traditional Classroom*,” in October 2017 at the Center for Student Success of the New Jersey Council of County Colleges. Her workshop covered identifying suitable technology tools for use in the traditional classroom, designing engaging classroom activities with technology, and evaluating technology tools.

Mr. Isaias Rivera serves as High Priest and Branch President of the Church of Jesus Christ of Latter-Day Saints. He also serves as Committee Chairman of the Boy Scout Troop 965, as Commissioner for the City of Elizabeth Planning Board, as Secretary for *Hispanos Unidos*, and as a manager, coach and player for Jersey United FC (Non-Profit Soccer Team).

Dr. Beth Rothman runs a nonprofit group called *Physical Therapy Beyond Boundaries* and invited Union County College Physical Therapist Assistant students to participate December 2017 to January 2018.

At the NJCCC Best Practices Conference in April, 2018, Dean **Rebecca Royal** and **Dr. Melinda Norelli** presented *“Academic Maps Promote Student Success: Best Practices, Lessons Learned, and Next Steps.”* **Dr. Demond T. Hargrove**, **Mr. Amir Malcolm**, **Mr. Duane Reid**, and **Mr. Doug Rouse** presented, *“Closing the Gap: Project Achievement Supporting Black Male Attainment.”* **Ms. Falasade Harris**, **Ms. Amber Pantiliano**, and **Ms. Elizabeth Ramos** presented *“STEM Center: Access and Success for STEM students.”* **Ms. Donna Lisi** held a roundtable session on *“Medical Terminology: A Foundation Course Comes Alive.”*

Dr. Melissa Sande’s study *“Nabokov as Ecocritic: The Paradox of the Hyperreal in Lolita”* was published by Quarterly Horse (2.1 - Fall 2017).

Professor **Carrie Steenburgh** was recently published in the new textbook *“University Success: Reading (Intermediate to High Intermediate Level).”*

Ms. Nicole Torella was a member of the Executive Council of the National Council for Marketing and Public Relations (NCMPR) and Board Secretary for Court Appointed Special Advocates (CASA) of Union County, serving as a committee member for the *Foster the Dream Gala* and *5K Run/Walk*.

Ms. Meghan Walsh served as a volunteer with the Cranford Fund for Educational Excellence and the Villanova Alumni Association.

Dr. LaVon Williams co-wrote a chapter entitled, *“Fostering Success for Black Males in Community College Through an Educational Opportunity Fund Program”* for the journal *“Engaging African American Males in Community Colleges.”*

I. Major Capital Projects Underway in Fiscal Year 2017

During the 2017-18 Fiscal Year, the following capital projects and improvements were undertaken at Union County College.

CRANFORD CAMPUS

A new 450 kW natural gas generator has been installed at the Cranford Campus. This new generator will better support the campus's power grid and help maintain the College's IT network during power outages. The College began planning a number of HVAC replacement projects on the Cranford campus during the year. These planning activities include the replacement of thirteen large rooftop HVAC units serving five of the buildings on the Cranford Campus. Also, renovations of the first floor of MacDonald Hall began. These renovations will increase the effective use of the administrative office space available in MacDonald Hall. Additional renovation activities on the Cranford Campus include a Student Government/Club Lounge, an EOF Student Lounge, and a re-designed American Honors Study Lounge.

ELIZABETH CAMPUS

Renovation of the first floor and lower level of the Lessner Building in Elizabeth have been completed. This two-year rehabilitation project included an addition along the W. Jersey Street frontage of the building.

PLAINFIELD CAMPUS

Finalization of plans for Phase II of the renovation of the Health Sciences Building has been completed, with construction expected to start during the winter of the 2018-19 fiscal year. This additional space will provide more regular and computer classrooms on the Plainfield Campus, including new Physical and Respiratory Therapy labs and an expanded EMT / Paramedic classroom space. In addition to the planned renovations, a new parking lot will be constructed adjacent to the Health Sciences Building. Besides a state-of-the-art underground rain water detention system to assist with flood control, this project will also provide an additional 100 parking spaces in support of the Plainfield Campus expansion.