

UCNJ UNION COLLEGE OF UNION COUNTY, NJ

Annual Institutional Profile FY 2026



September 2026

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. Founded in 1933 as New Jersey's first community college, UCNJ now serves nearly 12,000 credit, non-credit, continuing education, and workforce development students across its Cranford, Elizabeth, Plainfield, Scotch Plains, and Virtual Campuses. UCNJ is accredited by the Middle States Commission on Higher Education.

Nearly 100 years after its founding, UCNJ continues to evolve in response to the students and communities it serves. In fall 2025, more than 80 percent of UCNJ students identified as racial or ethnic minorities. Based on its Hispanic student enrollment, UCNJ is federally designated by the U.S. Department of Education as a Hispanic-Serving Institution.

UCNJ is committed to excellence and continuous improvement. As a four-time Aspen Institute College Excellence Program honoree, including a 2025 Aspen Prize finalist, the College embraces evidence-based practices that improve student success and strengthen outcomes for graduates. The Boards support a continued focus on student achievement, institutional effectiveness, and preparing graduates for meaningful careers and continued education.

The College's strategic priorities are organized around three overarching goals:

- **Community College 1.0 – Access:** Expand educational opportunities and increase enrollment by making college affordable, accessible, and responsive to community needs.
- **Community College 2.0 – Student Success:** Improve retention, persistence, and graduation rates by removing barriers and providing comprehensive academic and student support.
- **Community College 3.0 – Post-Completion Success:** Increase bachelor's degree attainment, career placement, and access to careers that provide family-sustaining wages.

UCNJ monitors progress through key indicators including enrollment, retention, graduation, transfer, and employment outcomes. The College's focus on student success has increased its graduation rate more than fivefold over the past decade. Through Community College 3.0, UCNJ is extending that commitment beyond completion to strengthen transfer, bachelor's degree attainment, and career advancement.

Thank you for your interest in UCNJ and for reviewing our Institutional Profile for fiscal year 2026. We are proud of the progress reflected in these pages and remain committed to transforming our community, one student at a time.



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 **EMERGENCY MEDICAL STUDIES** (CT, CT.A) programs are approved and sanctioned by the New Jersey Department of Health and Human Services – Office of Emergency Medical Services (OEMS).

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 **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 **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 2025:

Attendance	Headcount	Percent of Total
Full-time	3,975	44.5%
Part-time	4,963	55.5%
Total	8,938	100.0%
Source: IPEDS Fall Enrollment Survey, 2025 (Census). Revised total enrollment for the OSHE SURE Fall 2025 enrollment file on September 1, 2025.		

UCNJ Union College of Union County, NJ enrolled 8,938 degree and non-degree students in the Fall 2025 semester. Over forty percent (44.5%) enrolled on a full-time basis (12 or more credits) and more than half (55.5%) enrolled on a part-time basis (less than 12 credits).

2. NUMBER OF GRADUATE STUDENTS BY ATTENDANCE STATUS, FALL 2025: N/A

3. NUMBER OF NON-CREDIT STUDENTS SERVED, FY 2025:

Program Type	Number of Registrations	Unduplicated Registrations	Clock Hours ¹	FTE ²
Open Enrollment	2,730	1,138	85,499	190
Customized Training	969	--	33,513	74

¹ Includes all registrations in any course that started on July 1, 2024 through June 30, 2025.

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 2025.

A total of 1,138 students enrolled in non-credit continuing education courses during 2024-25 fiscal year (FY 2025). These students enrolled in 2,730 non-credit courses and completed 85,499 clock hours of instruction, representing 190 full-time equivalent students. In addition, the College provided customized training packages resulting in 969 registrations completing 33,513 clock hours, which represents 74 full-time equivalent students.

4. UNDUPLICATED NUMBER OF STUDENTS ENROLLED, FY 2025:

Unduplicated Headcount	Credit Hours	FTE ¹
11,865	193,692	6,456

Source: IPEDS 12-Month Enrollment Survey, FY 2025; ¹ FTE is computed by dividing credit hours by 30.

A total of 11,865 students enrolled in credit-bearing classes at UCNJ Union College of Union County, NJ between July 1, 2024 and June 30, 2025. These students completed a total of 193,692 credit hours, which represents 6,456 full-time equivalent students.

C. Characteristics of Undergraduate Students

1. MEAN MATHEMATICS, READING AND WRITING SAT SCORES, FALL 2025
(SENIOR PUBLIC INSTITUTIONS): N/A

2. ENROLLMENT IN REMEDIATION COURSES BY SUBJECT AREA, FALL 2025:

STUDENTS ENROLLED IN AT LEAST ONE REMEDIAL COURSE

Enrollment	Number enrolled in one or more remedial courses	Percent of Total
8,532	300	3.5%

Source: SURE Fall Enrollment File, 2025 (Census)

Of the 8,532 degree- and non-degree-seeking students enrolled in credit-bearing classes in the Fall 2025 semester, 3.5% 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
1,207	153	12.7%

Source: SURE Fall Enrollment File, 2025 (Census)

A total of 1,207 first-time, full-time degree- and certificate-seeking students enrolled in credit-bearing classes in the Fall 2025 semester, with 12.7% 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	146	12.1%
Reading	0	0.0%
Writing	0	0.0%
English	11	0.9%

Source: SURE Fall Enrollment File, 2025 (Census)

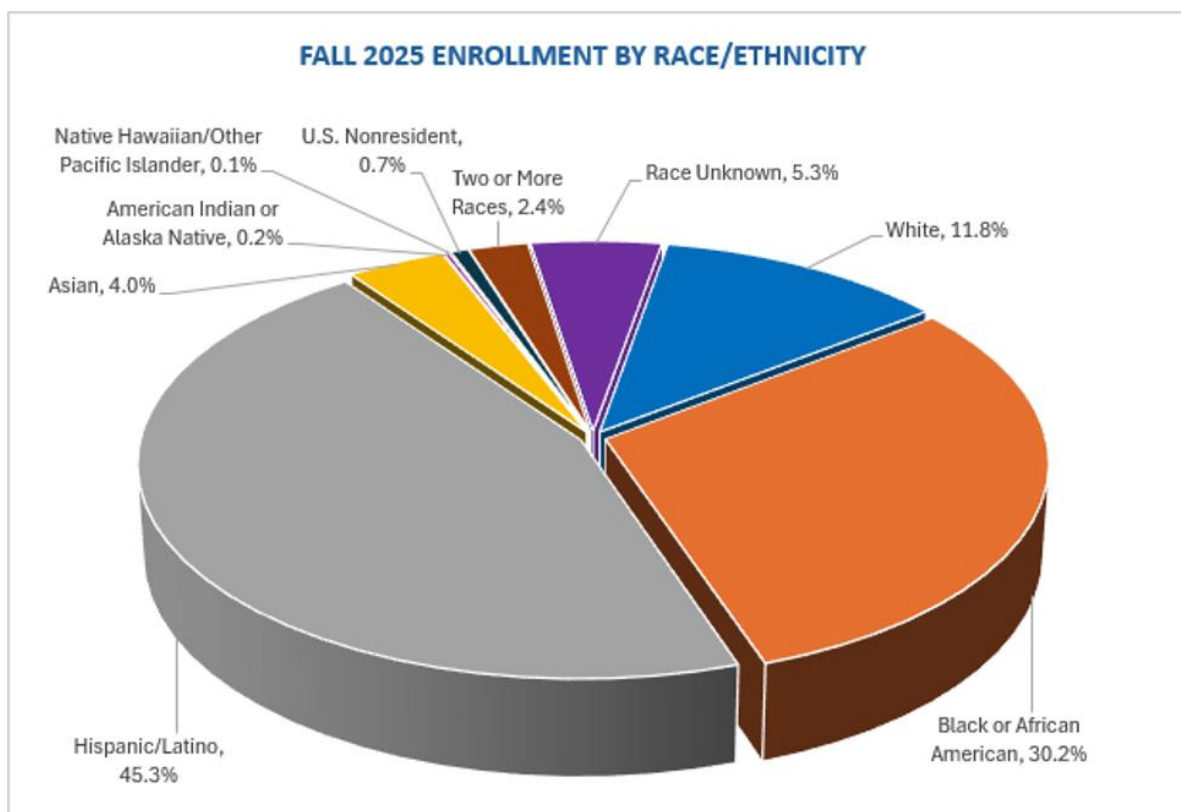
Among first-time, full-time, degree- and certificate-seeking students in the Fall 2025 semester, 12.1% enrolled in remedial algebra, 0.9% enrolled in remedial English (a combination of reading and writing remediation or language arts), and no students enrolled in remedial reading or remedial writing. The College no longer offers a remedial computation course.

3. CHARACTERISTICS OF STUDENTS BY RACE / ETHNICITY, GENDER AND AGE, FALL 2025:

Race/Ethnicity	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
White	452	11.4%	602	12.1%	1,054	11.8%
Black or African American	1,047	26.3%	1,651	33.3%	2,698	30.2%
Hispanic/Latino	2,013	50.6%	2,040	41.1%	4,053	45.3%
Asian	137	3.4%	220	4.4%	357	4.0%
American Indian or Alaska Native	7	0.2%	7	0.1%	14	0.2%
Native Hawaiian/Other Pacific Islander	4	0.1%	9	0.2%	13	0.1%
U.S. Nonresident	10	0.3%	54	1.1%	64	0.7%
Two or More Races	95	2.4%	116	2.3%	211	2.4%
Race Unknown	210	5.3%	264	5.3%	474	5.3%
Total	3,975	100.0%	4,963	100.0%	8,938	100.0%

Source: IPEDS Fall Enrollment Survey, 2025

A total of 8,938 degree- and non-degree-seeking students enrolled at UCNJ Union College of Union County, NJ during the Fall 2025 semester. Over forty-five percent (45.3%) of the student body identified as Hispanic/Latino, representing the largest racial/ethnic group at the College. The second largest racial/ethnic group at the College is represented by Black or African American students (30.2%) followed by White students (11.8%).



STUDENTS ENROLLED BY GENDER AND ENROLLMENT STATUS, FALL 2025

Gender	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Male	1,773	44.6%	1,522	30.7%	3,295	36.9%
Female	2,202	55.4%	3,441	69.3%	5,643	63.1%
Total	3,975	100.0%	4,963	100.0%	8,938	100.0%

Source: IPEDS Fall Enrollment Survey, 2025 (Census)

Female students represented over sixty percent (63.1%) of the total student body and more than half (55.4%) of the full-time enrollment. More than thirty percent (36.9%) of the total student body was male, with more male students attending UCNJ on a full-time basis than on a part-time basis.

STUDENTS ENROLLED BY AGE GROUP AND ENROLLMENT STATUS, FALL 2025

Age Group	Full-time	Percent of Full-time	Part-time	Percent of Part-time	Total	Percent of Total
Less than 18	30	0.8%	126	2.5%	156	1.8%
18-19	1,633	41.1%	474	9.6%	2,107	23.6%
20-21	1,023	25.7%	809	16.3%	1,832	20.5%
22-24	559	14.1%	929	18.7%	1,488	16.7%
25-29	356	9.0%	921	18.6%	1,277	14.3%
30-34	160	4.0%	593	12.0%	753	8.4%
35-39	90	2.3%	401	8.1%	491	5.5%
40-49	87	2.2%	487	9.8%	574	6.4%
50-64	37	0.9%	194	3.9%	231	2.6%
65+	0	0.0%	29	0.6%	29	0.3%
Unknown	0	0.0%	0	0.0%	0	0.0%
Total	3,975	100.0%	4,963	100.0%	8,938	100.0%

Source: IPEDS Fall Enrollment Survey, 2025

More than three-quarters (76.9%) 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 (41.1%) and 20-21 years old (25.7%). Part-time students were more likely to be a bit older with almost half (49.3%) falling between 22 and 34 years of age.

4. NUMBER OF STUDENTS RECEIVING FINANCIAL ASSISTANCE UNDER EACH FEDERAL-, STATE- AND INSTITUTION-FUNDED AID PROGRAM, FY 2025:

Federal Aid, 2024-25	Recipients	Amount (ROUNDED)	Avg. Per Recipient (ROUNDED)
Pell Grants	4,880	\$23,544,000	\$4,825
College Work Study	169	\$421,000	\$2,491
Perkins Loans	0	\$0	\$0
SEOG	2,134	\$445,000	\$209
PLUS Loans	9	\$54,000	\$6,029
Stafford Loans (Subsidized)	498	\$1,085,000	\$2,179
Stafford Loans (Unsubsidized)	616	\$1,809,000	\$2,936
Smart and ACG or other	0	\$0	\$0
CARES Act/HEERF Student Aid	0	\$0	\$0
State Aid, 2024-25	Recipients	Amount (ROUNDED)	Avg. Per Recipient (ROUNDED)
Tuition Aid Grant (TAG)	2,511	\$4,863,000	\$1,937
Educational Opportunity Fund	302	\$415,000	\$1,373
Other State Programs (OSRP, NJ-GIVS, WTC, etc.)	80	\$258,000	\$3,230
Distinguished Scholars	0	\$0	\$0
Urban Scholars	0	\$0	\$0
NJ Stars	57	\$104,000	\$1,832
Community College Opportunity Grant (CCOG)	1,325	\$3,366,000	\$2,540
NJ Class Loan	7	\$71,000	\$10,104
GSG	0	\$0	\$0
Institutional Aid, 2024-25	Recipients	Amount (ROUNDED)	Avg. Per Recipient (ROUNDED)
Scholarships and Grants	723	\$1,154,000	\$1,596
Institutional Loans	0	\$0	\$0

Source: NJ IPEDS Form 41 – Student Financial Aid Report Survey, 2025

Pell Grants represented the largest federal grant awarded to UCNJ students with 4,880 recipients with an average award of \$4,825 per student, Supplemental Educational Opportunity Grants (SEOG) were awarded to 2,134 students with an average award of \$209 per student, and 169 students participated in the College Work Study program. A total of 9 students received a PLUS loan, averaging \$6,029 per student, 498 students received a subsidized Stafford loan, with an average loan of \$2,179, and 616 students received an unsubsidized Stafford loan, with an average loan amount of \$2,936.

Of the state-funded financial aid programs 2,511 students received the Tuition Aid Grant (TAG), with an average award of \$1,937. A total of 302 students received support from the Educational Opportunity Fund (EOF) with an average award of \$1,373. Fifty-seven students received the NJ Stars scholarship, with an average award of \$1,832. A total of 1,325 students received funding from the Community College Opportunity Grant, averaging \$2,540, accounting for the second largest state grant awarded to UCNJ students. Seven students received an NJ Class loan, which averaged \$10,104 per student.

At the institutional level 723 UCNJ students were awarded grants or scholarships, with an average award of \$1,596 per recipient.

5. PERCENTAGE OF DEGREE- AND CERTIFICATE-SEEKING STUDENTS WHO ARE NEW JERSEY RESIDENTS, FALL 2025:

First Time Degree- and Certificate Seeking	New Jersey Residents	Out of State Residents	Percent of New Jersey Residents
1,628	1,618	10	99.4%

Source: IPEDS Fall Enrollment Survey, 2025

Nearly all (99.4%) first-time, degree- and certificate-seeking students enrolled at UCNJ during the Fall 2025 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
8,938	8,782	156	98.3%

Source: IPEDS Fall Enrollment Survey, 2025

The majority (98.3%) of all degree- and certificate-seeking and non-matriculated students, enrolled at UCNJ during the Fall 2025 semester, reside in the State of New Jersey. Seventy-nine percent (79.0%) of the student body are residents of Union County.

County	Fall 2025	Percent of Total
Union County	7065	79.0%
Essex County	713	8.0%
Middlesex County	546	6.1%
Somerset County	106	1.2%
Hudson County	98	1.1%
Monmouth County	71	0.8%
Morris County	46	0.5%
Bergen County	37	0.4%
Passaic County	23	0.3%
Hunterdon County	17	0.2%
Ocean County	17	0.2%
Burlington County	16	0.2%
Mercer County	11	0.1%
Camden County	5	0.1%
Warren County	5	0.1%
Sussex County	4	*
Atlantic County	1	*
Gloucester County	1	*
Cumberland County	0	*
Cape May County	0	*
Salem County	0	*
Unknown County	1	*
Not a NJ resident	155	1.7%
Grand Total	8,938	100.0%

*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 2022 FIRST-TIME, FULL-TIME COHORT

First-time, Full-time Cohort	Number in Cohort	Graduated within two years	Percent of Total
Fall 2022	1,364	270	19.8%

Source: IPEDS Graduation Rate Survey, 2025-26; Graduation rates are through August 31, 2025.

THREE-YEAR GRADUATION RATE BY RACE/ETHNICITY OF THE FALL 2022 FIRST-TIME, FULL-TIME COHORT

Race/Ethnicity	Fall 2022 Cohort	Graduate within 150%	Percent of cohort within Race/Ethnicity
American Indian or Alaska Native	1	0	0.0%
Asian	34	16	47.1%
Black or African American	300	80	26.7%
Hispanic/Latino	758	246	32.5%
Native Hawaiian or other Pacific Islander	3	0	0.0%
U.S. Nonresident	17	13	76.5%
Unknown	35	13	37.1%
Two or More Races	25	5	20.0%
White	191	78	40.8%
Total	1,364	451	33.1%

Source: IPEDS Graduation Rate Survey, 2025-26; Graduation rates are through August 31, 2025.

TRANSFER-OUT RATE BY RACE/ETHNICITY OF THE FALL 2022 FIRST-TIME, FULL-TIME COHORT

Race/Ethnicity	Fall 2022 Cohort	Transfer within 150%	Percent of cohort within Race/Ethnicity
American Indian or Alaska Native	1	0	0.0%
Asian	34	1	2.9%
Black or African American	300	23	7.7%
Hispanic/Latino	758	37	4.9%
Native Hawaiian or other Pacific Islander	3	0	0.0%
U.S. Nonresident	17	0	0.0%
Unknown	35	3	8.6%
Two or More Races	25	1	4.0%
White	191	22	11.5%
Total	1,364	87	6.4%

Source: IPEDS Graduation Rate Survey, 2025-26; Graduation rates are through August 31, 2025.

UCNJ enrolled 1,364 first-time, full-time certificate- or degree-seeking students in the Fall semester of 2021. From this cohort of first-time, full-time students, a total of 451 students graduated within 150% of normal time to completion. This calculation is used to determine the College's graduation rate (33.1%).

A total of 87 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 (6.4%) 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 2024 First-time, Full-time Undergraduates	Retained in Fall 2025	Fall 2025 Retention Rate
1,329	906	68.2%

Source: IPEDS Fall Enrollment Survey, 2025 (Part E)

In the Fall 2024 semester, UCNJ enrolled 1,329 first-time, full-time degree- and certificate-seeking students. A total of 906 students were retained in the Fall 2025 semester, representing a 68.2% 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 2024 First-time, Part-time Undergraduates	Retained in Fall 2025	Fall 2025 Retention Rate
485	242	49.9%

Source: IPEDS Fall Enrollment Survey, 2025 (Part E)

The College enrolled 485 first-time, part-time degree- and certificate-seeking students in Fall 2024. A total of 242 students were retained in the Fall 2025 semester, representing 49.9% of the first-time, part-time cohort.

E. Faculty Characteristics

1. FULL-TIME FACULTY BY RACE/ETHNICITY, GENDER AND TENURE STATUS, FALL 2025:

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										
Asian	5	3	2	3					7	6
Black or African American	2	2		3		2			2	7
Hispanic/Latino	1		1	2	1				3	2
Native Hawaiian or other Pacific Islander										
U.S. Nonresident										
Unknown										
Two or More Races										
White	8	13	4	10					12	23
Total Tenured (N=62)	16	18	7	18	1	2			24	38

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						1				1
Black or African American						3				3
Hispanic/Latino										
Native Hawaiian or other Pacific Islander										
U.S. Nonresident										
Unknown	1								1	
Two or More Races										
White										
Total Without Tenure (N=5)	1					4			1	4

M=MEN, W=WOMEN

Source: IPEDS Human Resources Survey, 2025-26

The vast majority of UCNJ's full-time faculty hold tenure (92.5%). Additionally, over sixty percent (62.7%) of all full-time faculty are women.

2. PERCENTAGE OF COURSE SECTIONS TAUGHT BY FULL-TIME FACULTY, FALL 2025:

Number of Course Sections	Taught by Full-time Faculty		Taught by Part-time Faculty		Taught by Others	
	N	%	N	%	N	%
1,629	394	24.2%	1,177	72.5%	58	3.3%

Source: TIC Report, Fall 2025.

Most Fall 2025 course sections were taught by part-time faculty (72.5%), with full-time faculty teaching 26.2% and academic specialists teaching 2.1% of sections.

3. RATIO OF FULL- TO PART-TIME FACULTY, FALL 2025:

Full-time Faculty		Part-time Instructional Staff		Total	
N	%	N	%	N	%
67	11.6%	511	88.4%	578	100%

Source: IPEDS Human Resources Survey, 2025-26

By faculty count, part-time instructors represented 88.4% of all Fall 2025 instructional staff. The college's full-time faculty accounted for the remaining 11.6%.

F. Characteristics of the Trustees and Governors

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

Gender	Hispanic/ Latino	American Indian/ Alaska Native	Asian	Black/ African- American	Native Hawaiian/ Pac. Island	White	Two or More	Total
Male	4	–	–	–	–	6	–	10
Female	1	–	–	–	–	–	1	2
Total	5	–	–	–	–	6	1	12

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

Mr. Victor M. Richel, Chair President and CEO, Richel Family Foundation
Mr. Rafael J. Betancourt, Esq., Vice Chair Attorney & Partner, Triarsi, Betancourt, Wukovits & Dugan
Mr. Brian Campbell Vice President of Investor Relations, Wiley
Mr. George A. Castro, II President and CEO, Premier Homes
Mr. Daniel J. Connolly, CPA Managing Director, Connolly & Co., P.C.
Mr. F. Jim Della Sala Head of Shared Services (Retired), M&T Bank
Mr. Miguel A. Figueredo Council Organizer, Eastern Millwright Regional Council
Mr. Miguel A. Merino President, Fresh & Clean Painting, LLC
Mr. Daryl Palmieri Interim Executive County Superintendent, New Jersey Department of Education
Ms. Emily L. Root, MA, CCC-SLP Director of Speech Pathology, Pediatric Speech, Language, & Learning Center, LLC, Berkeley Heights, NJ
Dr. Kamran Tasharofi, MD President and Medical Director, Union County Healthcare and MD Urgent Care Center
Ms. Marisol Ramos-Rodriguez Student Representative

Ex-Officio

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

Legal Counsel

Mr. Matthew J. Giacobbe, Esq. Managing Partner, Cleary Giacobbe Alfieri Jacobs Lagana, LLC

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	–	16	–	18
Female	2	–	–	2	–	3	–	7
Total	3	–	–	3	–	19	–	25

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

Mr. John M. Toriello, Chair Attorney At Law, Of Counsel at Holland & Knight.
Mr. F. Jim Della Sala, Vice Chair Head of Shared Services (Retired), M&T Bank
Ms. Melinda Ayala President, Union County College Alumni Association
Mr. Lawrence D. Bashe Managing Director (Retired), Raymond James & Associates, Inc.
Mr. Rafael J. Betancourt, Esq. Attorney & Partner, Triarsi, Betancourt, Wukovits & Dugan
Mr. Brian Campbell Vice President of Investor Relations, Wiley
Ms. Deborah Enix-Ross Senior Advisor, Global Engagement, Debevoise & Plimpton LLP
Ms. Kathleen A. Fitzpatrick Businesswoman & entrepreneur Co-founder, Bentley Laboratories (Retired) Founder, The Fitzpatrick Family Foundation
Mr. Stephen F. Hehl, Esq. Attorney at Law, Hehl & Hehl, P.C.
Ms. Donna M. Herran Vice President ILEU, Exxon/Infineum Alumni Association Representative, Union County College
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
Mr. Richard J. Malcolm Business Agent, President, Vice President, Trustee, Iron Workers Local #11

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

Mr. Carl J. Napor Retired, Napor Graf Marketing Group
Mr. Matthew R. Nazzaro Chief of Police, Cranford Police Department
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 Executive Vice President, Corporate Strategy & Engagement, Coqual
Mr. John Richel Vice President, Asset & Property Management, RWJBarnabas Health
Mr. Victor M. Richel President and CEO, Richel Family Foundation
Mr. James Roundtree III Managing Director, BNY Mellon Pershing
Mr. Robert J. Sloan AT&T FirstNet COO (Retired) Senior Advisor, Altman Solon
Ms. Lisa Vecchione Community volunteer
Mr. Allan L. Weisberg Vice President (Retired), Johnson & Johnson
Mr. Hugh C. Welsh President, General Counsel, and Secretary, DSM North America
Ms. Mary M. Zimmermann Civic Leader

Ex-Officio

Dr. Margaret M. McMenemy 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 2025

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
- Music, option through Liberal Arts
- 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
- Artificial Intelligence, option offered through Computer Science
- Biology
- Chemistry
- Computer Information Systems and Technology
- Computer Science
- Computer Science/Engineering, option through Engineering
- Criminal Justice
- Cybersecurity, option through Computer Science
- Data Science, option through Computer Science
- Engineering
- Environmental Science – Sustainability, option through Biology
- eSports Management, option through Sport Management
- Health Science
- Mathematics
- Paralegal Studies
- Social Services
- Sport Management
- Supply Chain Management

JOINT AND COOPERATIVE PROGRAMS

- Nursing, JFK Muhlenberg Harold B. and Dorothy A. Snyder Schools
- RWJBarnabas Health School of Nursing
- Radiography, JFK Muhlenberg Harold B. and Dorothy A. Snyder Schools
- Sonography, Diagnostic Medical, 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
- 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, Robert and Freda Brown Paramedic Program
- Physical Therapist Assistant
- Respiratory Care
- Technical Studies

CERTIFICATE

- American Sign Language and Deaf Studies
- Computer Programming
- Criminal Justice
- Emergency Medical Studies
- Entertainment Technology
- Graphic Design
- Interpreting Spoken Language
- Journalism and Public Relations
- 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 2026

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

- Personal Trainer National Certification

Healthcare Careers

- Certified Medical Assistant
- CPR, First Aid, and AED Certification Courses
- EKG Technician
- Emergency Medical Technician-Basic
- Medical Coding Specialist
- Patient Care Technician
- Pharmacy Technician
- Phlebotomy Technician

Information Technology and Computer Training

- 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

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. Tochi Amaechina completed the Doctor of Nursing Practice degree.

Board of Trustees Vice Chair **Rafael Betancourt** was named Real Estate Practice Attorney of the Year.

Ms. Agnes Blazon was nominated for the Dr. Richard F. and Barbara Neblett Prize for Teaching Excellence, was nominated to be an Ambassador for the National Board for Respiratory Care (NBRC), and became an honorary member of the Lambda Beta Society.

Dr. Carol Biederstadt was one of the featured panel speakers at the “Symposium Review of Orwell Books” – Orwell Society – February 15, 2026.

Dr. Susannah Chewing completed the research project on “African Americans in the West Fields” as part of a research grant sponsored by the Westfield Historical Association and the New Jersey Historical Commission, for the grant titled *The Inclusive History of the Washington-Rochambeau Revolutionary Route National Historic Trail in Westfield, NJ 1781 during the Yorktown Campaign of the Revolutionary War*. She also presented “*pe muchele swetnesse of pe / reaues me fele of pine*”: Disability as Salvation in the Wooing Group” at the International Anchoritic Society Conference in September 2025.

Dr. Nicole Cippoletti served as a Peer Reviewer and member of the Substantive Change Committee at MSCHE, served as a Board member and Governance Committee Chair at the YWCA of Union County, and served as a member of the Democratic County Committee, NJ District 4. Dr. Cippoletti presented “Building Capacity Without Burning Out: How Two-Year Colleges Scale Support Smarter,” a virtual fireside chat hosted by Mainstay, in March 2026. She also presented “Beyond Completion: Community College 3.0, Systems Redesign, and Post-Completion Success” at the New Jersey Council of County Colleges (NJCCC) Opportunity Summit, Atlantic City, NJ, in June 2026.

Dr. Mahua De served as an Executive Board member and Recording Secretary of the Friends of Piscataway Library.

Union County College Foundation Board Chair & Board of Governors member **Deborah Enix-Ross** was named Private Practitioner of the Year by the Metropolitan Black Bar Association.

Dr. Sohal Hallur received the Dr. Richard F. and Barbara Neblett Prize for Teaching Excellence.

Dr. Demond T. Hargrove completed the 2025-26 Aspen Rising Presidents Fellowship Program.

Professor **Sherry Heidary** received the 2025–2026 League for Innovation in the Community College Excellence Award and was recognized as a 2026 Union County SHERO Award honoree.

Ms. Jane Jiang, Director of Libraries, served as a member of the Executive Council and the Planning and Assessment Committee of the Virtual Academic Library Environment of New Jersey (VALE). She published two articles in *The Scholarly Kitchen*, the official blog of the Society for Scholarly Publishing: “Guest Post — What Do College Students Lose When Libraries Are Ignored?” in December 2025, and “Guest Post — Gen Z and Academic Libraries: Reading, but Differently” in March 2026.

Dr. Sunjin Jo received the Dr. Richard F. and Barbara Neblett Prize for Teaching Excellence.

Professor **Deborah Kemp-Jackson** presented “*ChatGPT meets CTE: Using AI to Build Career Confidence and Communication Skills*” at the Two-Year College English Association (TYCA) Northeast Region Conference in October 2025.

Under the mentorship of **Dr. Yohan Kim**, a student-led Molecular Biology team earned third place in the Natural Sciences category at the 71st Annual Meeting of the New Jersey Academy of Science.

Ms. Julia Kulesa was inducted into the Sigma Theta Tau International Honor Society of Nursing and the Order of Omega Honor Society and was nominated for the Pre-hospital Educator of the Year Award by the New Jersey Office of Emergency Medical Services.

Dr. Sara Lacagnino completed the 2025–26 Aspen Rising Presidents Fellowship Program.

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

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 Board of RWJBarnabas Health Trinitas Regional Medical Center, 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. In partnership with Board of Trustees Chairman Victor M. Richel, Vice Chair Rafael Betancourt, and Trustee Brian Campbell (UCNJ ‘95), President McMEnamin participated in the inaugural Aspen Presidents & Trustees Collaborative. UCNJ was also selected to participate in two nationally recognized multi-year initiatives: the Aspen Institute’s Unlocking Opportunity initiative and the WestEd and National Center for Inquiry & Improvement Back on Track initiative, both focused on advancing student success, program value, and economic mobility. Dr. McMEnamin presented “Beyond Lip Service: Building a Resilient Labor Economy” at the 2025 Aspen Ideas Newark event. She served as the speaker at the February 2026 meeting of the Union County Employer Legislative Committee (ELC) and participated in a “Conversation of Presidents: What More Can We Do to Collaborate, Align, and Stack for Student Pathways” at the NJ Community College Opportunity Summit in 2026. President McMEnamin was named to the 2025 NJBIZ

Education Power 50 List for the second consecutive year, recognizing her as one of New Jersey's most influential education leaders. She also received the 2025 Union County Lifetime Achievement Award from Scouting America in recognition of her leadership, community engagement, and longstanding service to the region. Dr. McMenamin received the Beacon of Light Award from the Union County College Foundation in recognition of her transformative leadership and enduring commitment to student success. She was recognized as one of the NJ Innovate100 leaders for 2026. Under President McMenamin's leadership, UCNJ was selected as a semifinalist for the 2027 Aspen Prize by the Aspen Institute College Excellence Program.

Ms. Kaveena Miller served as an event and data coordinator at New Life Digital Ministries, and as a volunteer at Living Word Church Marriage Ministry.

Dr. Sophia Mitra presented "Packback and Student Engagement" at the AI in Teaching & Learning Conference, March 2026, and "Boost Engagement and Build AI Literacy with Packback," May 2026.

Dr. Phillip Papas, Senior Professor of History, published "'In Any Character Except that of a British Subject': The Staten Island Diplomatic Peace Conference of 1776" through the Gotham Center for New York City History on January 22, 2026. He also delivered public-history presentations on the American Revolution and continued to serve on the Board of Directors of the Conference House Association.

Dr. Bernard A. Polnariiev, Vice President for Administrative Services, served as the chair evaluator for the Middle States Commission on Higher Education (MSCHE), a member of the Advisory Board for Higher Education Research & Development Institute (HERDI) Innovate, and a member of EAB's Research Advisory Council. Dr. Polnariiev presented *"From Insight to Impact: Using AI to Improve Student Outcomes"* during an EDUCAUSE QuickTalk webinar in fall 2025 alongside M. Wulff. In 2026, Dr. Polnariiev appeared on the EdUp Experience podcast, including the episode *"What If Student Success Actually Means Nothing Unless You Define It?"* with Dr. J. Sallustio, and co-hosted *"Why Are Companies Paying Students to Attend This Community College?"* featuring President J. Sokenu.

Dr. Elizabeth Ramos served as a HISPANIC Role Model for Hispanics Inspiring Students' Performance and Achievement (HISPA) in March 2026. She also served as a Girl Scouts of Heart New Jersey Troop Leader for Service Unit #44 during 2025–2026.

UCNJ Board of Trustees Chairman **Victor M. Richel** received the Association of Community College Trustees (ACCT) 2025 Northeast Regional Award for Trustee Leadership at the 56th Annual ACCT Leadership Congress in New Orleans. Additionally, Chairman Richel was awarded an Honorary Doctorate of Humane Letters by Kean University during its Spring 2026 Commencement Ceremony at the Prudential Center in Newark.

Dr. Michele Rotunda was awarded the *H-Net Editor Recognition Fellowship*, an honor recognizing outstanding service to the international scholarly community. She also served as Chair of the New Jersey Studies Academic Alliance and as a member of the Executive Board of the Newark History Society. She organized the New Jersey Archival Film Festival in November 2025.

Dr. Melissa Sande co-edited with Christine M. Battista, *Mediated Feminisms, Politics, and Pop Culture: An Intertextual Anthology*, published by Palgrave Macmillan, July 2026.

Dr. Roseminda Santee published the article “Addressing the Shortage of Academic Nurse Educators” in *The Journal of Nursing Administration (JONA)*, Vol. 55, No. 9, Magnet Supplement, in October 2025.

Professor **Laurie Sheldon** received the 2025 EMS Volunteer Lifetime Achievement Award from the New Jersey Department of Health in recognition of more than 40 years of service to the Clark Volunteer Emergency Squad and the emergency medical services profession.

Ms. Katelyn Snyder served as Treasurer of the College Reading and Learning Association (CRLA) PA/NJ Regional Chapter.

Dr. Lauren Swierc Falkowski served as a Board member for the Conference House Association in Staten Island, New York.

Ms. Nicole Torella was posthumously awarded the Neblett Award in Educational Excellence in Teaching and Learning – Staff Recognition.

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

Ms. Kathleen Zakarevicius received the Dr. Richard F. and Barbara Neblett Prize for Service to the College Community.

The Aspen Institute named **UCNJ** Union College of Union County, NJ as one of 25 semifinalists for the 2027 Aspen Prize for Community College Excellence.

Ms. Katherine Jovel (UCNJ '26) was selected to receive the Jack Kent Cooke Foundation's Undergraduate Transfer Scholarship. She plans to attend Wellesley College in fall 2026.

Ms. Kelly Constante Yanzapanta (UCNJ '26) was selected as a Kaplan Leadership Scholar and plans to attend Pomona College in fall 2026.

I. Major Capital Projects Underway, Fiscal Year 2026

During the 2025-26 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.
- Construction of the new PECK facility began
- 3rd floor of the MacKay library classroom LED conversions in process
- South Lecture Hall refreshed, LED lighting, repainted, new carpet, and updated seating
- Installed EV charging stations in lot #2
- Installed fencing along the front of the campus along Springfield Ave, and Princeton Road
- Replaced carpet in Seminar A&B
- Began architectural work
- Installed new exterior signage at the MacKay library, and Student Development Building.
- Installed a digital sign at the Cranford campus adjacent lot 1 and lot 1A
- Refreshed the South Lecture Hall, repainted, new carpet, updated lighting to LED, new seating furniture
- Additional seating furniture was installed in the cafeteria area

ELIZABETH CAMPUS

- Continue to paint classrooms in the Lessner Building, Floors 4-6
- Continuing planning for the new engineering Education Hub on the 3rd floor of the Lessner building
- The interior flood repairs in the Kellogg Building have been completed. The work to replace the Emergency generator into the basement on an elevated concrete pad is in process
- Updated signage on the Kellogg and Lessner buildings
- Kellogg building, interior door replacement project was completed
- Cafeteria was rebuilt and opened for use
- Refreshed Kellogg room 514, updated layout, painted, and replaced flooring
- Refreshed Office of College Life, updated layout, painted, and replaced flooring
- Refreshed Lessner suite 414, new furniture layout, paint and replaced carpet
- Installed exterior fencing at the Kellogg building, and installed an exterior gate system at the Lessner building.

PLAINFIELD CAMPUS

- Updated signage over the digital gateway sign
- Refurbished the Nursing suite HSB208, new furniture, repainted, and replaced carpet
- Repurposed HSB 114 for paramedics' program, new flooring, repaint, refurnish

- Began construction of the food pantry at the Logos building

SCOTCH PLAINS CAMPUS

- The Utility Separation Project (from the Union County Vocational-Technical School) continues.
- Installed new exterior signage