

UNION COUNTY COLLEGE



**Transforming
Our Community...
One Student
at a Time**

Annual Institutional Profile FY 2019

September 2019

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 high quality, affordable educational programs to the greater Union County region. We have the distinction of being the oldest of New Jersey's 18 community colleges and have proudly served our community since 1933. Union County College, accredited by the Middle States Commission on Higher Education, currently enrolls almost 20,000 credit, non-credit, and continuing education students.

Since its founding in 1933, the College has had a number of different names: 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, Scotch Plains, and a location in Rahway.

In the 37 years since the merger, the demographic composition of the College's student population and its workforce has changed significantly. Almost three-quarters of students enrolled in Fall 2018 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. More than 85 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 quadrupled the graduation rates over the past five years. Union will continue on this path until every student achieves the success they deserve and desire. Thank you for your interest in Union and our Institutional Profile for fiscal year 2019.



Dr. Margaret M. McMenamin
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 2018	
2. Number of Graduate Students by Attendance Status, Fall 2018 (N/A)	
3. Number of Non-Credit Students Served, FY 2018	
4. Unduplicated Number of Students Enrolled, FY 2018	
C. Characteristics of Undergraduate Students	3
1. Mean Mathematics, Reading, and Writing SAT Scores, Fall 2018 (N/A)	
2. Enrollment in Remediation Courses by Subject Area, Fall 2018	
3. Characteristics of Students by Race/Ethnicity, Gender and Age, Fall 2018	
4. Number of Students Receiving Financial Assistance Under Each Federal-, State- & Institution-Funded Aid Program, FY 2018	
5. Percent of Degree- & Certificate-Seeking Students who are NJ Residents, Fall 2018	
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 2018	
2. Percentage of Course Sections Taught by Full-time Faculty, Fall 2018	
3. Ratio of Full- to Part-time Faculty, Fall 2018	
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 2019	
2. Continuing Education, FY 2019	
H. Research and Public Service Activities	20
I. Major Capital Projects Underway	24

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 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, is accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP) on recommendation by 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, is accredited by the Joint Review Committee on Education in Radiologic Technology (JRCERT) and the Radiologic Technology Board of Examiners of the New Jersey Department of Environmental Protection (RTBE of NJ DEP).

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 **PARALEGAL STUDIES** (AS, 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 (ACEN) and the New Jersey State Board of Nursing.

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

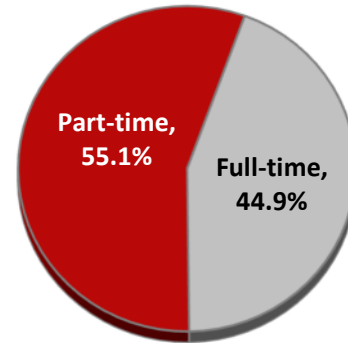
The **RESPIRATORY CARE** (AAS) Program holds provisional accreditation from the Commission on Accreditation for Respiratory Care (CoARC) and is recognized as an accredited program by the National Board for Respiratory Care (NBRC), which provides enrolled students who complete the program with eligibility for the Respiratory Care Credentialing Examinations.

B. Number of Students Served

1. NUMBER OF UNDERGRADUATE STUDENTS BY ATTENDANCE STATUS, FALL 2018:

Attendance	Headcount (N)	Percent (%)
Full-time	4,223	44.9%
Part-time	5,189	55.1%
Total	9,412	100%

Fall 2018 Enrollment by Attendance Status



Source: IPEDS Fall Enrollment Survey, 2018 (Census)

Union County College enrolled 9,412 degree and non-degree students in the Fall 2018 semester. Over forty percent (44.9%) enrolled on a full-time basis (12 or more credits) and more than half (55.1%) enrolled on a part-time basis (less than 12 credits).

2. NUMBER OF GRADUATE STUDENTS BY ATTENDANCE STATUS, FALL 2018: N/A

3. NUMBER OF NON-CREDIT STUDENTS SERVED, FY 2018:

Program Type	Number of Registrations	Unduplicated Registrations	Clock Hours ¹	FTE ²
Open Enrollment	4,724	2,317	130,856	291
Customized Training	1,425	--	23,253	52

¹ Includes all registrations in any course that started on July 1, 2017 through June 30, 2018.

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, FY2018.

A total of 2,317 students enrolled in non-credit continuing education courses during 2017-18 fiscal year (FY2018). These students enrolled in 4,724 non-credit courses and completed 130,856 clock hours of instruction, representing 291 full-time equivalent students. In addition, the College provided customized training packages to 89 business clients resulting in 1,425 registrations completing 23,253 clock hours, which represents 52 full-time equivalent students.

4. UNDUPLICATED NUMBER OF STUDENTS ENROLLED, FY 2018:

Unduplicated Headcount	Credit Hours	FTE ¹
13,323	212,732	7,091

Source: IPEDS 12-month Enrollment Survey, FY2018; ¹ FTE is computed by dividing credit hours by 30.

A total of 13,323 students enrolled in credit-bearing classes at Union County College between July 1, 2017 and June 30, 2018. These students completed a total of 212,732 credit hours, which represents 7,091 full-time equivalent students.

C. Characteristics of Undergraduate Students

1. MEAN MATHEMATICS, READING AND WRITING SAT SCORES, FALL 2018 (SENIOR PUBLIC INSTITUTIONS): N/A

2. ENROLLMENT IN REMEDIATION COURSES BY SUBJECT AREA, FALL 2018:

STUDENTS ENROLLED IN AT LEAST ONE REMEDIAL COURSE

Enrollment	Number enrolled in one or more remedial courses	Total (%)
9,412	976	10.4%

Source: SURE, Fall Enrollment File, 2018 (Census)

Of the 9,412 degree- and non-degree-seeking students enrolled in credit-bearing classes in the Fall 2018 semester, 10.4% 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 (%)
1,442	528	36.6%

Source: SURE Fall Enrollment File, 2018 (Census)

A total of 1,442 first-time, full-time degree- and certificate-seeking students enrolled in credit-bearing classes in the Fall 2018 semester, with more than three in ten (36.6%) 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	Total (%)
Computation	0	0.0%
Algebra	220	15.3%
Reading	62	4.3%
Writing	78	5.4%
English	355	24.6%

Source: SURE Fall Enrollment File, 2018 (Census)

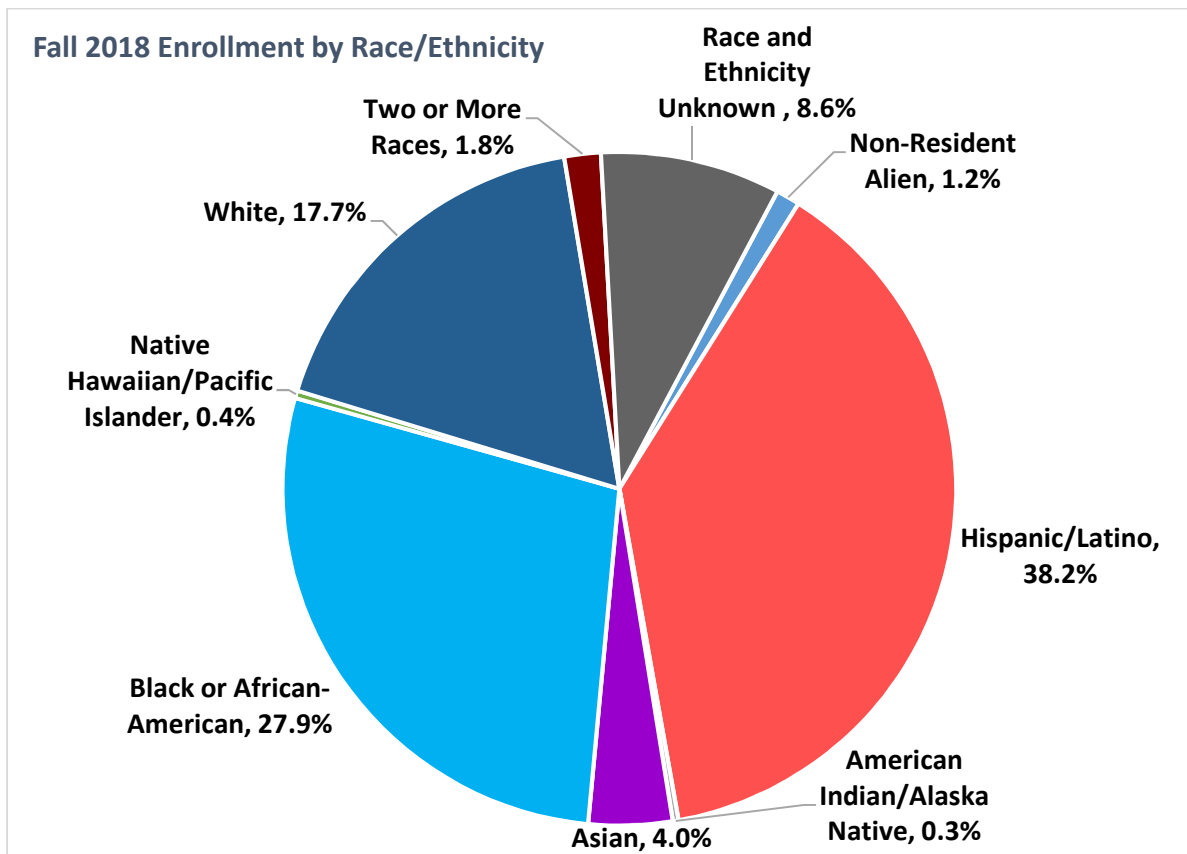
Among first-time, full-time, degree- and certificate-seeking students in the Fall 2018 semester, 15.3% enrolled in remedial algebra, 4.3% enrolled in remedial reading, 5.4% enrolled in remedial writing, and 24.6% enrolled in remedial English (a combination of reading and writing remediation or a Language Arts class). The College no longer offers a remedial computation course.

3. CHARACTERISTICS OF STUDENTS BY RACE / ETHNICITY, GENDER AND AGE, FALL 2018:

Race/Ethnicity	Full-Time	% of FT	Part-time	% of PT	Total	% of Total
Non-Resident Alien	79	1.9%	30	0.6%	109	1.2%
Hispanic/Latino	1,746	41.3%	1,854	35.7%	3,600	38.2%
American Indian/Alaska Native	9	0.2%	17	0.3%	26	0.3%
Asian	144	3.4%	235	4.5%	379	4.0%
Black or African-American	1,088	25.8%	1,534	29.6%	2,622	27.9%
Native Hawaiian/Pacific Islander	15	0.4%	19	0.4%	34	0.4%
White	687	16.3%	976	18.8%	1,663	17.7%
Two or More Races	88	2.1%	77	1.5%	165	1.8%
Race and Ethnicity Unknown	367	8.7%	447	8.6%	814	8.6%
Total	4,223	100%	5,189	100%	9,412	100%

Source: IPEDS Fall Enrollment Survey, 2018 (Census)

A total of 9,412 degree- and non-degree-seeking students enrolled at Union County College during the Fall 2018 semester. More than one-third (38.2%) 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 (27.9%) followed by White students (17.7%).



STUDENTS ENROLLED BY GENDER AND ENROLLMENT STATUS, FALL 2018

Gender	Full-Time	% of FT	Part-time	% of PT	Total	% of Total
Male	1,917	45.4%	1,660	32.0%	3,577	38.0%
Female	2,306	54.6%	3,529	68.0%	5,835	62.0%
Total	4,223	100%	5,189	100%	9,412	100%

Source: IPEDS Fall Enrollment Survey, 2018 (Census)

Female students represented over sixty percent (62.0%) of the total student body and more than half (54.6%) of the full-time enrollment. Nearly forty percent (38.0%) 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 2018

Age Group	Full-Time	% of FT	Part-time	% of PT	Total	% of Total
Less than 18	23	0.5%	77	1.5%	100	1.1%
18-19	1,579	37.4%	401	7.7%	1,980	21.0%
20-21	1,197	28.3%	789	15.2%	1,986	21.1%
22-24	568	13.5%	912	17.6%	1,480	15.7%
25-29	405	9.6%	1,135	21.9%	1,540	16.4%
30-34	169	4.0%	664	12.8%	833	8.9%
35-39	109	2.6%	442	8.5%	551	5.9%
40-49	120	2.8%	544	10.5%	664	7.1%
50-64	51	1.2%	208	4.0%	259	2.8%
65+	2	0.0%	17	0.3%	19	0.2%
Unknown	0	0.0%	0	0.0%	0	0.0%
Total	4,223	100%	5,189	100%	9,412	100%

Source: IPEDS Fall Enrollment Survey, 2018 (Census)

Over three-quarters (75.3%) of the degree- and non-degree-seeking students at Union County College are under thirty years old. The two largest groups of full-time students are between 18-19 years old (37.4%) and 20-21 years old (28.3%). Part-time students are more likely to be a bit older with slightly under forty percent (39.4%) falling between 22 and 29 years old.

4. NUMBER OF STUDENTS RECEIVING FINANCIAL ASSISTANCE UNDER EACH FEDERAL-, STATE- AND INSTITUTION-FUNDED AID PROGRAM, FY 2018:

FEDERAL AID, 2017-18 AY	Recipients	Amount (Rounded)	Avg. Per Recipient (Rounded)
Pell Grants	4,986	\$ 17,679,000.	\$ 3,546.
College Work Study	132	327,000.	2,477.
Perkins Loans	0	0.	-
SEOG	1,565	337,000.	215.
Plus Loans	35	185,000.	5,286.
Stafford Loans (Subsidized)	1,258	3,654,000.	2,905.
Stafford Loans (Unsubsidized)	1,446	5,446,000	3,766.
Smart and ACG or other	0	0.	-
STATE AID, 2017-18 AY	Recipients	Amount (Rounded)	Avg. Per Recipient (Rounded)
Tuition Aid Grant (TAG)	1,729	\$ 2,904,000.	\$ 1,680.
Educational Opportunity Fund (EOF)	212	192,000.	906.
Outstanding Scholars	7	9,000.	1,286.
Distinguished Scholars	0	0.	-
Urban Scholars	4	3,000.	750.
NJ Stars	70	219,000.	3,129.
NJ Class Loan	5	28,000.	5,600.
INSTITUTIONAL AID, 2017-18 AY	Recipients	Amount (Rounded)	Avg. Per Recipient (Rounded)
Scholarships and Grants	757	\$ 1,280,000.	\$ 1,691.
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 4,986 recipients and an average award of \$3,546 per student, Supplemental Educational Opportunity Grants (SEOG) were awarded to 1,565 students with an average award of \$215 per student, and 132 students participated in the College Work Study program. A total of 35 students received a Plus loan, averaging \$5,286 per student, 1,258 students received subsidized Stafford loans, with an average loan of \$2,905; and 1,446 students received an unsubsidized Stafford loan, with an average loan amount of \$3,766.

Of the state-funded financial aid programs 1,729 students received a Tuition Aid Grant (TAG), with an average award of \$1,680, accounting for the largest state grant awarded to Union County College students. A total of 212 students received support from the Educational Opportunity Fund (EOF) with an average award of \$906. Seven students were named Outstanding Scholars and four students were named Urban Scholars, with a combined average scholarship of \$1,091. Seventy students received the NJ Stars scholarship, with an average award of \$3,129. Five students received a NJ Class loan, which averaged \$5,600 per student.

At the institutional level 757 Union County College students were awarded grants or scholarships, with an average award of \$1,691 per recipient.

5. PERCENTAGE OF DEGREE- AND CERTIFICATE-SEEKING STUDENTS WHO ARE NEW JERSEY RESIDENTS, FALL 2018:

First-time Degree Seeking Students	New Jersey Residents	Out of State Residents	% of New Jersey Residents
1,866	1,857	9	99.5%

Source: IPEDS Fall Enrollment Survey, 2018 (Census)

Nearly all (99.5%) first-time, degree- and certificate-seeking students enrolled at Union County College during the Fall 2018 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
9,412	9,138	274	97.1%

Source: IPEDS Fall Enrollment Survey, 2018 (Census)

The majority (97.1%) of all degree- and certificate-seeking and non-degree-seeking students enrolled at Union County College during the Fall 2018 semester reside in the State of New Jersey. More than eighty percent (83.9%) of the students are residents of Union County.

County	Fall 2018 (N)	% of Total (%)
Union	7,899	83.9%
Essex	516	5.5%
Middlesex	337	3.6%
Hudson	124	1.3%
Somerset	88	0.9%
Monmouth	39	0.4%
Morris	37	0.4%
Passaic	28	0.3%
Bergen	20	0.2%
Ocean	15	0.2%
Hunterdon	10	0.1%
Mercer	8	0.1%
Warren	6	0.1%
Burlington	4	0.0%
Sussex	4	0.0%
Gloucester	2	0.0%
Camden	1	0.0%
Atlantic	0	0.0%
Cape May	0	0.0%
Cumberland	0	0.0%
Salem	0	0.0%
Outside NJ	274	2.9%
Grand Total	9,412	100%

D. Student Outcomes – Graduation, Retention and Transfer

1. GRADUATION AND TRANSFER RATES

TWO-YEAR GRADUATION RATE OF THE FALL 2015 FIRST-TIME, FULL-TIME COHORT

First-time, Full-time Cohort	Number in Cohort	Graduated within two years	Percent of Total
Fall 2015	1,460	145	9.9%

Source: IPEDS Graduation Rate Survey, 2018-19

THREE-YEAR GRADUATION RATE BY RACE/ETHNICITY OF THE FALL 2015 FIRST-TIME, FULL-TIME COHORT

Race/Ethnicity	Fall 2015 Cohort	Graduate within 150%	% of cohort within race/ethnicity
Non-Resident Alien	17	5	29.4%
Hispanic/Latino	575	180	31.3%
American Indian/Alaska Native	3	1	33.3%
Asian	40	18	45.0%
Black/African-American	441	105	23.8%
Native Hawaiian/Pacific Islander	6	2	33.3%
White	194	66	34.0%
Two or More Races	19	7	36.8%
Race and Ethnicity Unknown	165	49	29.7%
Total	1,460	433	29.7%

Source: IPEDS Graduation Rate Survey, 2018-19; Graduation rates are through August 31, 2018.

TRANSFER-OUT RATE BY RACE/ETHNICITY OF THE FALL 2015 FIRST-TIME, FULL-TIME COHORT

Race/Ethnicity	Fall 2015 Cohort	Transfer-out within 150%	% of cohort within race/ethnicity
Non-Resident Alien	17	0	0.0%
Hispanic/Latino	575	55	9.6%
American Indian/Alaska Native	3	1	33.3%
Asian	40	6	15.0%
Black/African-American	441	65	14.7%
Native Hawaiian/Pacific Islander	6	2	33.3%
White	194	34	17.5%
Two or More Races	19	6	31.6%
Race and Ethnicity Unknown	165	12	7.3%
Total	1,460	181	12.4%

Source: IPEDS Graduation Rate Survey, 2018-19; Transfer-out rates are through August 31, 2018.

Union County College enrolled 1,460 first-time, full-time certificate- or degree-seeking students in the Fall semester of 2015. 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 (29.7%).

A total of 181 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 (12.4%).

A student who continues studies beyond 150% of normal time to completion is known as a persister. From this same cohort, a total of 196 students continued their studies at Union in the subsequent semester, Fall 2018 (13.4%).

2. THIRD SEMESTER RETENTION RATE

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

Full-Time		
Fall 2017 First-time, Full-time Undergraduates	Retained in Fall 2018	Fall 2018 Retention Rate
1,348	922	68.4%

Source: IPEDS Fall Enrollment Survey, 2018 (Part E)

In the Fall 2017 semester, Union County College enrolled 1,348 first-time, full-time degree- and certificate-seeking students. A total of 922 students were retained in the Fall 2018 semester, representing 68.4% of the full-time cohort.

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

Part-Time		
Fall 2017 First-time, Part-time Undergraduates	Retained in Fall 2018	Fall 2018 Retention Rate
475	227	47.8%

Source: IPEDS Fall Enrollment Survey, 2018 (Part E)

The College enrolled 475 first-time, part-time degree- and certificate seeking students in Fall 2017. A total of 227 students were retained in the Fall 2018 semester, representing 47.8% of the part-time cohort.

E. Faculty Characteristics

1. FULL-TIME FACULTY BY RACE/ETHNICITY, GENDER AND TENURE, FALL 2018:

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	1			3	2
American Indian/Alaska Native										
Asian	4	3	1	2	2	2			7	7
Black or African-American	3	3	2	2		3			5	8
Native Hawaiian/Pacific Islander										
White	12	18	9	20	4	7	1		26	45
Two or More Races										
Race and Ethnicity Unknown										
Total Tenured (n=103)	21	24	12	25	7	13	1	0	41	62
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		1	
American Indian/Alaska Native										
Asian										
Black or African-American								1		1
Native Hawaiian/Pacific Islander										
White										
Two or More Races										
Race and Ethnicity Unknown										
Total Without Tenure (n=2)	0	0	0	0	0	0	1	1	1	1
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	2			1	1	1	1		4	2
American Indian/Alaska Native										
Asian	4	3	1	2	2	2			7	7
Black or African-American	3	3	2	2		3		1	5	9
Native Hawaiian/Pacific Islander										
White	12	18	9	20	4	7	1		26	45
Two or More Races										
Race and Ethnicity Unknown										
Grand Total (n=105)	21	24	12	25	7	13	2	1	42	63

M=MEN, W=WOMEN

Source: IPEDS Human Resources Survey, 2018-19

Nearly all (98.1%) of Union County College’s full-time faculty hold tenure with women representing nearly sixty percent (59.0%) of all full-time faculty. In addition, the College employed 450 part-time instructional staff, of whom 239 (53.1%) were men and 211 (46.9%) were women.

2. PERCENTAGE OF COURSE SECTIONS TAUGHT BY FULL-TIME FACULTY, FALL 2018:

Number of Course Sections	Taught by Full-time Faculty		Taught by Part-time Faculty		Taught by Others	
	N	%	N	%	N	%
1,198	485	40.5%	663	55.3%	50	4.2%

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 2018

During the Fall 2018 semester, roughly forty percent (40.5%) of course sections were taught by full-time faculty, whereas course sections taught by part-time faculty accounted for over half (55.3%) of the total number of sections offered. More than four percent of course sections (4.2%) were taught by others who are full-time administrators teaching on a part-time basis.

3. RATIO OF FULL- TO PART-TIME FACULTY, FALL 2018:

Full-time Faculty		Part-time Faculty		Total	
N	%	N	%	N	%
105	18.9%	450	81.1%	555	100%

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, 2018-19

Of the 555 instructional staff who taught courses in the Fall 2018 semester, 105 (18.9%) were full-time and 450 (81.1%) 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	-	-	-	-	7	-	9
Female	1	-	-	-	-	1	-	2
Total	3	-	-	-	-	8	-	11

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

- Mr. Victor M. Richel, Chairperson
President and CEO, Richel Family Foundation
- Ms. Mary M. Zimmermann, Vice-Chairperson
Civic Leader
- Mr. Lawrence D. Bashe
Managing Director (Retired), Raymond James & Associates, Inc.
- Mr. George A. Castro, II
President and CEO, Atlantic Real Estate Pros, Inc.
- Brig. Gen. Edward J. Chrystal, Jr.
Brigadier General, New Jersey Army National Guard
- 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.
- Mr. Miguel A. Merino
President, Fresh & Clean Painting, LLC
- Mr. Daryl Palmieri
Interim Executive County Superintendent, New Jersey Department of Education
- Ms. Gissella Gamboa
Student Representative, Union County College Alumna

Ex-Officio

Dr. Margaret M. McMenamin 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	-	-	-	-	14	-	15
Female	3	-	-	2	-	2	-	7
Total	4	-	-	2	-	16	-	22

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

Mr. Lawrence D. Bashe, Vice-Chairperson

Managing Director (Retired), Raymond James & Associates, Inc.

Ms. Melinda Ayala

President, Union County College Alumni Association

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

Mr. Ryan J. Greco

Chief of Police, Cranford Police Department

Ms. Susan D. Hairston

Operations and Administration Management 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

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

Mr. Harvey R. Hirschfeld

President and Director, Plaintiff Funding Holding Inc. (DBA "LawCash")

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.

Attorney at Law, Law Offices of Jeffrey H. Katz

Principal Wireless Solutions Architect, PSEG Services Corporation

Mr. Richard J. Malcolm

Business Agent, President, Trustee, Iron Workers Local #11

Mr. J. Anthony Manger

Attorney at Law, Principal in J. Anthony Manger Attorney at Law

Mr. Carl J. Napor

Retired, Napor Graf Marketing Group

Mr. Francis Raudelunas

Manager, Ingredimax

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

Ms. Mary M. Zimmermann

Civic Leader

Ex-Officio

Dr. Margaret M. McMenemy 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 2019

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
- Health Science
- Liberal Studies
- Mathematics
- Mathematics Education, option through Mathematics
- Paralegal Studies
- Social Services
- Sport Management
- Supply Chain Management
- Sustainability Science, option through Engineering

ASSOCIATE IN SCIENCE (continued)

- Radiography, Amplified Program, JFK Muhlenberg Harold B. and Dorothy Snyder Schools
- Diagnostic Medical Sonography, JFK Muhlenberg Harold B. and Dorothy Snyder Schools
- Nursing, JFK Muhlenberg Harold B. and Dorothy Snyder Schools
- Nursing, Trinitas School of Nursing
- Psychosocial Rehabilitation & Treatment, Rutgers University School of Health Professions

ASSOCIATE IN APPLIED SCIENCE

- Accounting
- Automotive Technology
- Business Management
- Business Marketing
- Cyber Forensics
- 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
- 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 2019

PROFESSIONAL DEVELOPMENT

BUSINESS AND MANAGEMENT

- Accounting
- Administrative Professional
- Bookkeeping
- Business and Professional Writing
- Human Resource Management
- PMP Examination Preparation
- Real Estate

CHILDCARE

- The Child Development Associate (CDA)

CONSTRUCTION

- Uniform Construction Code

CURSOS EN ESPAÑOL

- Cuidado de Niños
- GED (preparación)
- Practicas Profesionales
- Programas de Computadora

CYBERFORENSICS

- Introduction to Cyberforensics
- Linux Fundamentals
- Digital Forensics Essentials
- Principles of Cyber Security

EDUCATION

- NPTNJ Alternate Route Teacher Preparation
- Introduction to Teaching: 50-Hour Pre-Service
- Online Teaching Certification

ENGLISH AS A SECOND LANGUAGE (ESL)

FACILITY MANAGEMENT

FITNESS CAREERS

- Functional Flexibility
- Nutrition Concepts for Success
- Nutrition Specialist Certification
- Personal Trainer National Certification

HEALTHCARE CAREERS

- CPR First Aid Classes
- EKG Technician
- Emergency Medical Technician
- Medical Billing and Coding Professional
- Patient Care Technician
- Pharmacy Technician
- Phlebotomy Technician

INFORMATION TECHNOLOGY AND COMPUTER TRAINING

- A+ Service Technician
- Cisco Networking
- CompTIA Network+
- Graphic Arts
- Graphic Design
- Introduction to Application Development (SWIFT)
- Microsoft Office Software
- Social Media and Special Interest Classes

TEST PREPARATION

- GED Preparation Courses
- Praxis

TRANSPORTATION, LOGISTICS AND DISTRIBUTION

- Introduction to Logistics
- Inventory Management
- Supply Chain Management and Procurement
- Supply Chain Management Principles

LEISURE AND PERSONAL DEVELOPMENT

- Art
- Fiction Writers' Workshop
- Fitness
- Foreign Language
- Floral Design
- Music
- Personal Finance
- Photography
- Special Interest
- Yoga

SENIOR SCHOLARS PROGRAM

- Art
- Computers and Technology
- Dance
- Finance
- Fitness
- Language
- Special Interest

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

- Arts & Photography
- Coding and Programming/Python Programmers (Black Rocket)
- Math
- SAT Test Prep
- Super Science
- STEM Education LLC
- Writing

INDUSTRY-BUSINESS INSTITUTE

The Industry-Business Institute (IBI) at Union County College works with employer clients to help 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 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.

H. Research and Public Service Activities

Dr. Wendy Barnes-Thomassen served as a volunteer at the Aids Resource Foundation for Children and with Alice James Books.

Elsa Bruguier volunteered her time with the Elvin McDonald Horticultural Library, Deep Cut Gardens (Monmouth County Park System), NJLA- College and University Section, Job Shadowing program, and the National Network of Libraries of Medicine on the Academic Advisory Group.

Dr. Susannah Chewing: presented academic papers entitled "'Hercne, ich i-here mi leof spoken': Listening to Anchoritic Sounds" at MLA in January 2019, "Teaching Medieval Studies in 2019" at NJCEA in March 2019, and "Anchoritic Things" at the International Anchoritic Conference in June 2019.

Dr. Elizabeth Cooner completed her doctorate in Higher Education Management at the University of Pennsylvania, successfully defending her dissertation entitled, "Creating a Culture that Instills Students' Sense of Belonging Yields Positive Outcomes."

Sandra Drazinic Petak volunteered at the Toys for Tots for Robbinsville and participated in Be the Change NJ's Operation PB&J.

Director of the Paramedic Program, **Dane Fishburn** completed a master's degree program in Biomedical Science from Geisinger Commonwealth School of Medicine. Mr. Fishburn conducted a primary study on High-Performance CPR in an out-of-hospital cardiac arrest patient population which has been submitted for peer-review.

Academic Specialist **Nancy Friedrich** served as a member of the Advisory Subcommittee of the New Jersey Center for Nursing working on the NJCCN LPN Workforce Research Project to determine the roles and demand for LPNs. Ms. Friedrich is also a member of New Jersey State Nurses Association LPN Forum and the NJ Practical Nursing Education Council. She is the recipient of the 2018 NJNLN Nursing Excellence Award.

Mary Greco volunteered for Be the Change's Operation PB&J.

Dr. Sohal Hallur, Academic Specialist and Program Director, Physical Therapist Assistant - with co-authors, Brismée JM, Sizer PS, Dierick F, Dewan B, Thiry P, Sobczak S. submitted a research paper on "Three-Dimensional Spinal Position with and Without Manual Distraction Load Increases Spinal Height" which has been accepted for publication in the Journal of Manipulative and Physiological Therapeutics.

Joanna Kubas volunteered at holiday lunches for the Sayreville Association for Brain Injured Children.

Dr. Sara Lacagnino fulfilled the requirements of her doctoral degree. Her dissertation was entitled "The Effect of Participation in a Title V Program on Latinx Student Success at a Community College" in March 2019. Dr. Lacagnino also served as a volunteer with 'the Conference House Association.'

Dr. Denise Lagos served as a volunteer with the Leukemia and Lymphoma Society and Saint George's Oratorical Festival in March 2019.

Dr. Maris Lown served as a member of the Advisory Board for 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).

Dr. Kevin Majewski presented his research "Does College Experience Matter? A National Study Understanding Graduates' Job Satisfaction" at the 2019 American Educational Research Association annual meeting in Toronto. Dr. Majewski also served on the editorial review board for the AASA Journal of Scholarship and Practice.

Professor Katherine Mastrantonio served as a volunteer with the Appalachian Service Project as well as with Rise Against Hunger.

Dr. Margaret M. McMenamain was elected to serve as Chair of the Middle States Commission on Higher Education. She also served as a member of the executive committee of the New Jersey Presidents' Council, Chair of the Presidents Academy Executive Committee of the American Association of Community Colleges, a member of the International Commission for the Hispanic Association of Colleges and Universities, a member of the National Junior College Athletic Association Executive Committee, a member of the Trinitas Hospital Board, a member of the Union County Performing Arts Center Board, a member of the Union County Crime Stoppers Board, a member of the Elizabeth Development Company Board, a member of the Union County Workforce Development Board, a member of the Montgomery Academy Board, and a member of the NJTV Community Advisory Board.

Phyllis Mirabella served as commissioner for the Union County Commission on the Status of Women. In addition, she was appointed to Union County Vocational Technical School Board of Education by Union County Board of Chosen Freeholders and was appointed as a member to the United Way of Greater Union County (UWGUC) Board of Trustees.

Lydia Montalvo volunteered at the food pantry sponsored by St. Rose of Lima parish in Newark, NJ.

Professor Michael Murphy presented an academic paper entitled "Someone in this Class" at the International Listening Association Convention in March 2019.

Dr. Christiana Nwachukwu served as chair for the 2019 National Association of Nigerian Nurses in North America. Dr. Nwachukwu gave presentations at various events on Maternal and Child Health –

Sustainable Development Goal beyond 2015. She also organized a Thanksgiving turkey donation by Practical Nursing students to the Salvation Army in Plainfield.

Jose Paez-Figueroa volunteered at the CRLA National Conference, October 2018. He also volunteered for Be the Change's Operation PB&J.

Nicole Paternoster served as a volunteer with Be the Change NJ, including Operation PB&J, toy drive, and the food drive/distribution for Thanksgiving meal boxes. She volunteered with Literacy NJ tutoring ESL students in reading, speaking, and writing English.

Alvaro Polar offered free volleyball training for kids in the summer at Sherman Park and Lincoln Park in Cranford.

Dr. Bernard Polnariiev was selected by the Middle States Commission on Higher Education for training as a peer evaluator. He also participated in the League for Innovation in the Community College's Executive Leadership Institute in December 2018.

Dr. Lester Sandres Rápalo was recognized by The United Nations of El Salvador and the Consul for El Salvador for the invaluable support in the organization of the First Youth Festival Peace Concert and for hosting the V Education forum. He served as a speaker for "Perkins Retention Model 2018-2019," a presentation at Rowan College in March 2019. Dr. Rápalo was a finalist for the 2019 GlobalMindED Inclusive Leader Award and continues to serve with the Greater Elizabeth Chamber of Commerce, the Rotary Club of Elizabeth, and on the United Way of Greater Union County Board.

Dr. Beth Rothman served as team captain for American Cancer Society breast cancer walk in October 2018. In December 2018, Dr. Rothman organized a service trip to the Dominican Republic through the nonprofit organization, Physical Therapy Beyond Boundaries, to bring physical therapy services to countries in need.

Dr. Melissa Sande served as co-editor with Christine Battista on "Critical Theory and the Humanities in the Age of the Alt-Right," forthcoming from Palgrave in August 2019; served as co-author with Christine Battista, on "Errand into the Wilderness: The Intersections of Feminism, Ecocriticism, and Natural Space in the Novels of Edwidge Danticat," forthcoming from The Researcher; and on "Decentering Genealogies: Unbecoming Through Genre in The Bluest Eye and The Bell Jar," forthcoming from Papers on Language and Literature.

William Schryba volunteered with the Westfield Community Band and the Chatham Community Band.

Professor Laurie Sheldon attended the National EMS Educator Association's Annual Symposium and the NJ EMS Council's Annual Symposium.

Karen Venturella published an article entitled “The NFL national anthem protests,” a review of Margaret Haerens’ book entitled *The NFL National Anthem Protests* (21st-Century Turning Points series). This body of work can be found in *Choice: Current Reviews for Academic Libraries*, 56(10), 1231. Additionally, Mrs. Venturella co-authored an article with Moddie Breland entitled, “Supporting the best: Professional development in academic libraries” in the *Journal of New Librarianship*. She also volunteered with the Boy Scout Troop 6-Trek (coordinator), NJLA-College & University section (elected member-at-large), ACRL-Spectrum Scholar Program (mentor), and with the Elizabeth Coalition for the Homeless-Blanket collection & Gala Committee.

Dr. Denise Warren, Academic Specialist, Practical Nursing – received a Certificate of Special Congressional Recognition for her service to the American Legion. She was the keynote speaker on Women Serving as Nurses in the Military at the 2019 Memorial Day Ceremony on May 24, 2019 at the East Orange campus of VA New Jersey Health Care System. Dr. Warren also gave a presentation on Evaluation of an Evidence-Based Asthma Educational Program in Urban Communities and Schools at the 2019 New Jersey League for Nursing (NJLN) Convention in 2019.

Sharon Watts was inducted into the Alpha Alpha Delta Chapter of Kappa Delta Pi (KDP), the international honor society in education, through her association with Saint Peter’s University. She was also selected by the Association of Institutional Research (AIR) to serve as an IPEDS Educator.

I. Major Capital Projects Underway, Fiscal Year 2019

During the 2018-19 Fiscal year, the following capital project and improvements were undertaken at Union County College.

CRANFORD CAMPUS

The College began multiple HVAC replacement projects on the Cranford campus during the year. These 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 have been completed. These renovations will increase the effective use of the administrative office space available in MacDonald Hall. Additionally, renovation planning activities on the Cranford Campus include an interior HVAC Replacement in MacDonald Hall and renovation of the second floor, new cafeteria flooring and furniture in the dining room, renovation of the Roy Smith theatre, new flooring and furniture in the Student Commons, and re-carpeting of the first and second floors of the MacKay Library.

ELIZABETH CAMPUS

Renovation of the Lessner Building Tower floors two through six in Elizabeth is in the planning stages. These renovation plans will be performed by in-house staff and include replacement of ceilings and flooring, reconfiguration and repainting of walls surfaces, and the introduction of new LED lighting.

PLAINFIELD CAMPUS

The renovation of Phase II of the Health Sciences Center began with construction 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 Therapist labs and an expanded EMT / Paramedic classroom space in the Health Sciences Building. In addition to the planned renovations, a new parking lot facility is being 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 provide an additional 100 parking spaces in support of the Plainfield Campus expansion.

SCOTCH PLAINS CAMPUS

Renovation and upgrades to the Scotch Plains Campus have been in the programming and planning stages for the year. The building will revert back to Union County College on July 15, 2019 after a long-term lease with UMDNJ/Rutgers University expires. Renovations will include new utilities, HVAC, flooring ceilings, environmental abatement of asbestos, paint, LED lighting, exterior grading upgrades to correct water intrusion into the building, new classrooms, science and computer labs.

