



PRESIDENT'S REPORT

Jon H. Larson, Ph.D.

TO: Members, OCC Board of Trustees

FROM: Jon H. Larson, Ph.D.
President

SUBJECT: Items of Interest for the **November 3, 2014, Board Meeting**

DATE: October 29, 2014

Charting Our New Course

I have invited **Dr. Don Norris** and **Dr. Tim Gilmour**, **Strategic Initiatives, Inc.**, who are **facilitating** our **Charting Our New Course** initiative, to attend **Monday's meeting** to give you a **report** on the **significant progress** that is being made by the **Guiding Coalition** and the **Strategic Action Teams** toward ensuring **Ocean County College's success** as it moves into the future.

This **process** has been **embraced** by so many in the **College community**, all of whom are **enthusiastically offering** their **time, expertise, and creativity** to **develop, improve, and transform** the **strategies, leadership, and culture** of Ocean County College.

Attached to my report is a **status report** prepared by **Drs. Norris and Gilmour**. They will give you additional information at Monday's meeting.

Grant Awards

- **Ocean County College** has been awarded a **three-year \$599,608 grant** from the **U.S. Department of Education, Undergraduate International Studies and Foreign Language Program**, to support an **OCC Middle East Center**. **Dr. Maysa Hayward, Dean of Instructional Outreach**, will serve as the **project manager**, and the **Center** will be housed within the **Ocean Global Institute**.

Among the activities supported by the grant are the hiring of a **Middle East specialist**, the **revision of courses in Arabic and Hebrew** to be placed **online**, an **expansion of coursework in Middle Eastern culture**, the creation of **certificate programs in Middle Eastern studies**, and the creation of more **internships and study abroad programs** for our students.

This **highly competitive grant** is rarely awarded to **first-time applicants**. OCC will be working in **collaboration** with **Kean University, Brigham Young University**, and the research and educational organization **AMIDEAST** on certain parts of the grant. **Activities supported by the grant will begin this fall semester.**

Appreciation is expressed to **Dr. Maysa Hayward** and **Ms. Sharla Trimm, Ellucian's Senior Grant Consultant**, for their efforts in **organizing the grant application** that led to this very **successful outcome**.

- **Ocean County College** also received an **\$824,450 four-year grant award** from the **U.S. Department of Labor, Employment, and Training Administration** to partner in a **Trade Adjustment Assistance Community College and Career Training (TAACCCT) program**. This partnership, led by **Bergen Community College**, includes **OCC** and **ten other New Jersey community colleges**, **20 employers**, and **10 local Workforce Investment Boards** to create a **New Jersey Health Professional Pathways to Regional Excellence Project Consortium**. Overall, **Bergen Community College** and the **consortium partners** were awarded **almost \$15 million** for the **three-year project**.

As part of the consortium, **OCC** will establish **credit Patient Care Technician certificate and degree programs** as well as **Holistic Health and Wellness credit degree and certificate programs** and a **non-credit certificate program**.

This project will be overseen and facilitated by **Dr. Jianping Wang, Vice President of Academic Affairs**; **Dr. Lisa DiBisceglie, Associate Vice President of Academic Affairs**; **Ms. Allison King, Vice President of e-Learning and Enterprise Initiatives**; **Ms. Patricia Fenn, Assistant Vice President of Continuing and Professional Education and Workforce Development**; **Ms. Kathy Caro, Administrator of Nursing and Allied Health**; and **Ms. Mary Ellen Rada, Lecturer II in Anatomy**.

Facilities Employee Improvement

The **Facilities Department** is encouraging the continuation of **education** for its **employees**. As such, an **AutoCAD 2-D class** was offered for the **first time**. This course, a **computer-aided drafting software program** used for creating **two-dimensional building blueprints**, will enable the employee to **collaborate and document design ideas** to create potential **building/structure concepts** or **update existing building prints** more accurately. Both **productivity and cost savings increase** when using **AutoCAD software**, especially when utilized interdepartmentally.

Additionally, on **September 30**, **Facilities** held its annual **Supervisory Development Workshop** for **HVAC supervisors** to assist in strengthening abilities and improve performance through a **better understanding** of the **key elements** of **supervision**. **Coordinated** by **Mr. Matthew Kennedy**, **Assistant Vice President of Facilities Management and Construction**, the workshop proved to be very **informative** and **productive** for the participants.

More training opportunities will be offered for those employees who desire to develop and improve their skills.

The Jay and Linda Grunin Center for the Arts

The **Grunin Spotlight Series** started off with a **bang** with the **October 11** performance of **Bernie Williams and his All-Star Band**. A **four-time World Series Champion** and a **five-time All-Star**, Mr. Williams and his band brought the house down with his **charm** and **musical talent**. With an almost **sell-out crowd** (435 in a 460 seat house), the audience showed its approval with a **standing ovation**, and Mr. Williams' **encore piece** of "**Take Me Out To The Ballgame**" left many with a tear in their eyes. The **Meet and Greet** after the performance had **75 fans** clamoring for his autograph. The **Master Class** was attended by **20 music students** who were enthralled by the experience. Also in attendance at the Master Class was the **Ocean County College Jazz Band** lead, **Mr. Dave Marowitz**.

During the **Master Class**, Mr. Williams **worked and played** actively with the **student members** of the **Jazz Band**. He was also **interviewed** by a **student reporter** for **Ocean TV 20**. The Ocean TV 20 crew **recorded** the **Master Class**, the **rehearsal**, the **performance**, as well as the **Meet and Greet**. The entire event was not only a lot of fun, but it was also educational over many disciplines.

This was but the **first** of many **first-class performances** scheduled for the **2014-15 season** made possible by the **generous donation** from the **Jay and Linda Grunin Foundation**. We expect each of the performances of the **Spotlight Series** to be **well attended** and **well received**:

- **Neil Berg's 100 Years of Broadway** – Thursday, October 30
- **An Evening with Sutton Foster** – Saturday, January 17
- **Anthony McGill** – Monday, February 9
- **Chanticleer** – Tuesday, February 24
- **Emerson String Quartet** – Sunday, March 22
- **The Hit Men**, featuring former stars of Frankie Valli and the Four Seasons – Saturday, April 11
- **An Evening with Branford Marsalis** – Saturday, May 30

Ocean County College Bookstore

In recognition and support of **October** being **National Breast Cancer Awareness Month**, the **Ocean County College Bookstore** supported the cause by **donating** a **portion** of the sale of **special pink merchandise** to **breast cancer charities**.

Office of Information Technology

- CBS News recently aired a **newscast** that highlighted **security concerns** as they relate to **copy machine internal hard disks**. The **video** is available for your viewing at <https://www.facebook.com/video.php?v=10150199305532761>. In general, the College's **IT Department** takes every **precaution** available to **protect** our **data**, and many of the **best practice security measures** are employed to **safeguard** our **equipment**.

The College currently uses **multi-function copiers** from two **manufacturers**, **Lexmark** and **Ricoh**. **Lexmark internal hard disks** are **encrypted** to protect the content on them. Encryption **scrambles data** to make it **unreadable** to anyone who does not possess the proper key to access it. Although the **internal hard disks** of **Ricoh copiers** are **not encrypted**, IT **scrubs the data** on the disks when the copiers are **reassigned** from one office to another. As each machine reaches its **end of life**, the **hard disk** is **removed** before the machine leaves our site.

When **laptop** and **desktop computers** have reached the **end** of their **useful lives**, IT secures the **hard drives** in an **IT safe**. When the **data** is **no longer needed**, the drive is **physically destroyed** using a **mallet** or a **hard disk shredding service**. The **hard drives** of all **file servers** are retained in the **safe**.

- The **Voice Over IP upgrade** and **video conferencing project** was successfully **implemented**, providing the College with the **latest version** of **CISCO unity** and **call manager**. IT continues to work on the **new features**, including **integration** between the **phone system** and the **email system**, **speech connect**, **dial by name**, **speech view**, and the **transcription** of **voice mail messages** to **email the text** to the **user's email box**.

Human Resources

In compliance with the **Campus Sexual Violence Elimination (SaVE) Act**, the **Human Resources Department** has implemented **mandatory online training** for all **College employees**. The Act increases **transparency** on campus about incidents of **sexual violence**, guarantees victims **enhanced rights**, sets standards for **disciplinary proceedings**, and requires **campus-wide prevention education programs**. The **Campus SaVE Act**, signed into law in 2013, **amends the Clery Act**, which addresses **campus sexual assault policies** within the **Higher Education Act of 1965**.

The College recognizes that **training** is an **important component** to fostering a **safe, civil, and professional workplace environment**. This new interactive training program is intended to **educate faculty and staff** about **Title IX** of the **Education Amendments of 1972** and the **SaVE Act**. This training will **supplement the mandatory sexual harassment prevention online training** already in place for all employees.

Veterans Day

OCC will commemorate **Veterans Day** on **Tuesday, November 11**, at **12:00 noon** at the **Veterans Memorial** on the campus mall. A reception will follow in the **Library Tower Room**. Even in the event of **rain**, the ceremony will remain at the **Memorial**.

On the same day, at **10:00 a.m.**, a **Veterans Day Ceremony** will be held at the **Southern Education Center**. The **Southern Regional High School ROTC** will present the **Colors**. **Mr. Steve Chapman**, an OCC and Kean University graduate, will be the **guest speaker**. **Mr. Chapman** is a retired police officer and served in the **U.S. Air Force**. **Ms. Elizabeth Weidenhof**, an OCC student at the SEC, will sing. Additional information may be obtained from **Mr. Jeff Kurz**, Assistant Director of Academic Outreach at the SEC, extension 695.

OCC Disability Awareness Day

As part of a **Leadership and the Humanities** class project by student **Mitchel Sieling**, Ocean County College will be hosting its **first-ever Disability Awareness Day** on **Thursday, November 20**, from **9:00 a.m. to 2:00 p.m.** in the **Solar Lounge**.

This day of awareness will give **students, faculty, and staff** an opportunity to learn about the many **services available** at OCC to assist their **individual needs**. In addition, there will be a number of **vendors** in attendance, including **NJ Transit Access Link**, **Advancing Opportunities**, and the **Toms River Mayor's Advisory Committee on Development Disabilities**. Guests will also have the opportunity to participate in **stations** representing **different challenges** in an effort to **simulate the difficulties** that people sometimes have to overcome on a **daily basis**.

Student Success

Ellucian, the College's **technology partner**, recently published a whitepaper, "**Retention and Student Success: Implementing Strategies that Make a Difference**," which is available to read at <http://www.ellucian.com/Insights/Retention-and-student-success--Implementing-strategies-that-make-a-difference/>. The paper describes what institutions can do today to **design, develop, and launch retention and student success programs that work**.

Ocean County College is **prominently featured** in the whitepaper, with descriptions of some of the College's **best practices** to **support students** and **enhance the learning experience**. It notes **OCC** as an "**exemplary model of the best practices** of establishing a **shared vision of student success**, focusing on what successful students do, determining an **intervention strategy**, starting small, **building bridges**, and using **data in meaningful and actionable ways**."

Ocean County College Athletics

- The women's cross country team earned its **fourth Region XIX title** in the **past six years** with a **15 point sweep** on **Saturday, October 25**, at **Branch Brook Park** in **Newark**.

Camden County College was second with 51 points, and **Rowan College at Gloucester County** was third with 61 points.

Individually, Ocean had five women earn **All-Region Honors**, with top seven finishes. **Elizabeth Kowalski** earned the individual title with an **Ocean record** of **19:24** at Branch Brook Park. **Meghie Weinberger** and **Lizz Rosario** were second and third, both smashing the **twenty minute mark** for the first time in their careers. Completing the scoring for Ocean were **Morgan Blusewicz** and **Dana Knowtig** in fifth and seventh places, respectively.

The men's cross country team fought a hard battle, finishing in fourth place. The second to fifth place teams all finished within seven points of each other. **Rowan College at Gloucester County** won. Individually, **Kevin Charette** proved he was the best in the field, winning in **27:07**.

- Also on Saturday, October 25, the women's volleyball team defeated **Passaic County Community College** in the **Region semifinals** and played for the **championship** against **Northampton Community College**. The team was excellent but came up short in the **championship match**. **Liz Kolesar** was named to the **All-Tournament Team** for her outstanding performance. The team finished the season as the **Garden State Athletic Conference champion** and the **Region XIX runner-up**.

The coaching staff for this first year of volleyball play, **Head Coach Brett Kollman** and **Assistant Coach Jen Kelleman**, were named the **Garden State Athletic Conference Coaching Staff of the Year** for their **undefeated matches** in the conference.

- The **National Junior College Athletic Association Women's Division III National Soccer Championship Tournament**, hosted by OCC, is approaching. This prestigious event, from **Wednesday, November 12, to Sunday, November 16**, will bring **eight of the best women's soccer teams** from around the country to OCC for a **four-day tournament** at the **OCC Stadium**.

A total of **eleven games** will be played as follows:

- **Wednesday, November 12**
8:00 a.m. to 4:00 p.m., Team Practice
6:00 p.m., Championship Banquet
- **Thursday, November 13, and Friday, November 14**
Game Times: 10:00 a.m., 12:30 p.m., 3:30 p.m., and 6:00 p.m.
- **Saturday, November 15**
Rain Date
- **Sunday, November 16**
10:00 a.m., Fifth Place Game (5th – 6th place)
12:30 p.m., Third Place Game (3rd – 4th place)
3:30 p.m., National Championship Game (1st – 2nd place)

Event-level sponsors are Ocean Orthopedic Associates and the Ocean County College Foundation. Sponsorship opportunities are still available. Spectator Admission is \$15 per day or \$40 for a Tournament Pass. Children 8 years old and younger are free.

NJTV

Ocean County College hosted a town hall meeting for NJTV on Monday and Tuesday, October 6 and 7, in the Jay and Linda Grunin Center for the Arts. *The State of NJ's Health: Living in Sandy's Shadow*, moderated by NJTV News Senior Correspondent Mike Schneider, explored the long-lasting psychological impact of Hurricane Sandy on New Jersey residents who live in some of the hardest-hit communities. The storm left lasting emotional scars, fatigue, and frustration. Many individuals are still coping with rebuilding and re-engagement in their communities and still seeking help for the after-effects.

The program raised awareness of the personal and traumatic impact of the storm and served as a source of information for community resources. The town hall panel of specialists included psychologists, mental health professionals, business owners, a pediatrician, and Toms River Mayor Tom Kelaher. Ms. Maria Tchapygin, College Relations Technician, participated on the panel and shared her difficult experiences and heartbreak from her perspective as a mother of two young children who have been dislocated for two years with no firm date as to when they will be able to return home.

Ms. Jan Kirsten received a note of appreciation from NJTV for the excellent service received from College Relations and Theatre staff.

Ocean County College Holiday Celebration

The OCC 50th anniversary holiday celebration will be held on Friday, December 5, at 6 p.m. at Jack Baker's Lobster Shanty in Point Pleasant. Formal attire is requested, and the ticket price is \$35 per person. The live band, Mission Dance, will entertain with fantastic music and non-stop energy.

A limited number of seats are available so, if you are interested in attending, please let me know.

Progress Report to Board of Trustees on College Strategy Development Process Ocean County College

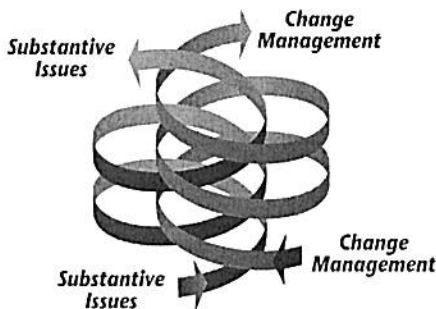
November 3, 2014

"It's impossible until it's done."

Nelson Mandela

Last December, in a two-page summary, we presented an ambitious scenario describing where we thought the College strategy development efforts would bring it by January 2015. We are pleased to report that the College has reached or exceeded most of the goals set in that scenario.

1. The promised revised five-year strategic plan will be presented to Board on December 16th. It enjoys broad and strong stakeholder support and provides Ocean County College with a clear and compelling blueprint for becoming *the* national leader in community college education.
2. We used Kotter's Eight-Step process to define, lead and navigate the change demanded by the revised plan. This included: establishing a sense of urgency, forming a powerful Guiding Coalition, creating a vision, communicating the vision, empowering others to act on the vision, and implementing several short term wins. In 2015, in keeping with Kotter's process, the Guiding Coalition and the College Community will focus on designing and implementing the ambitious strategies outlined in the plan.



3. Using the planning process, we have made significant progress in aligning key organizational processes with the eight principles in the framework for resilience and performance excellence and articulated goals and strategies for each. These include reorganizing to build a more resilient organization, developing ambitious strategies for program development, designing and implementing a leadership system for the College, developing approaches for Ocean to use to understand the true needs of its stakeholders, developing a strategy for growing partnerships locally and nationally, and building a strategy and methodology for improving and transforming key processes. This work was completed rapidly and at a high level of quality by eight strategy action teams. Overall faculty/staff participation topped 150 people.
4. We also undertook several other planning tasks and are making excellent progress in these areas.
 - Undertaking a Campus Master Plan that will ensure the development of high quality facilities that effectively support the strategic directions of the College.
 - Implementing an annual Action Planning Process that defines the strategy/execution/capacity building needed each year to ensure progress toward plan goals.
 - Are well along in addressing Ocean 's serious data, information and analytics shortcomings to ensure ready and wide access to information needed to assess achievement of plan goals and guide process improvement and reinvention. This will include assessment of best solutions available in the marketplace and development of an action plan to acquire the data warehouse, analytical tools, and presentation

capabilities needed to provide the needed information. Solutions will be implemented by June 2015.

5. Greatly strengthened the College's leadership structure, composition, and communication capacity by:
 - Building a strong Guiding Coalition of 18-20 administrative and academic leaders (a few more than initially planned) to assess the progress of the strategic plan.
 - Reconstituting and building a strong President's Leadership Team (PLT)
 - Setting the stage for building a strong Dean's Council, following several strategic new hires
 - Establishing clear responsibility and an imperative for Track A and B reinvention
 - Aggressively developing leadership at all levels of the institution, including the introduction of a Leadership Academy.
6. Have begun the transformation of the College Culture and Human Resources Office to make Ocean County College one of the "best places to work" in US higher education.
 - Made significant progress in resolving the labor disputes and providing a path to moving forward for a sustainable future for all employees:
 - i. Settled supportive staff contract issues; continue to work on settling the issues with tenure track faculty.
 - ii. Commit to shared leadership and provide mechanisms to support it (Guiding Coalition, Leadership Institute, and a much greater investment in human development)
 - iii. Articulated career paths and performance expectations
 - Embarking on rebuilding the College HR division so that it has the capacity to attract, develop and retain the high quality talent the College needs to become a national leader in community college education.
7. Finally a preview—the draft revised mission and vision for the College emerging from the strategy development process, some version of which will be recommended to the Board for approval on December 16th.
 - **Mission:** The primary mission of Ocean County College is to meet the postsecondary education and human development needs of residents of Ocean County. The College serves both as a provider and a broker of educational experiences offered by partner colleges, universities and/or for-profit content developers. In addition, the College provides educational programs to broader audiences of learners nationally and globally to the extent that such programs enable it to better fulfill its mission. Finally, the College will provide significant cultural programs and community engagement, serving as a "great public place" where Ocean County citizens from all walks of life will be able to convene and engage in mutually enriching experiences.
 - **Vision:** In a time of great discontinuity in American higher education, Ocean County College seeks to be the most resilient, boldest and most innovative community college in the Nation. Our students will gain worthwhile knowledge and skills better, faster and more cost effectively than at any other institution in higher education. And our community will be enriched through a broad array of cultural programs and developmental experiences that will make Ocean County a best place to live.