



# 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 **September 23, 2021, Board Meeting**

**DATE:** September 20, 2021

## OCC at the Helm

**Goal Leaders** having been **working** hard with their **teams** to develop **actionable initiatives** that will **move** each of the **College's four Goals forward** over the next **five years**. In addition, **measures** have been **identified** for each **Goal and Objective**. **Goal Leaders** met with the **Guiding Coalition** on **August 31, 2021**, to **discuss** these **initiatives** and **address** any **underlying questions**. The **conversation** was **productive** and resulted in a **deeper understanding** of the supporting **projects**.

Attached to my report is the **Strategic Planning Scorecard** which contains:

1. **Scorecard Tabs: Key Performance Indicators (KPIs) for Goals and Objective Measures**
2. **Planning Tabs: Detailed initiatives supporting the Objectives**

At **Thursday's meeting**, **Ms. Jackie D'Amore, Senior Human Resources Specialist, Talent and Organizational Development**, and **Mr. Anthony Jordan, Director of Enterprise Applications**, **co-chairs of the Guiding Coalition**, will provide a **brief presentation** highlighting some of the supporting **initiatives** for each **goal**.

**Ms. D'Amore** has **completed** her term as **co-chair** of the **Guiding Coalition**. **Ms. Janine Emma, Registrar**, will be **introduced** to you as the **new co-chair** who will be **servicing** with **Mr. Jordan** during the **next year**.

## Center for Holocaust, Genocide, and Human Rights Education

**Center Director Ali Botein-Furrevig's fourth book, *Beyond the Pale: Shtetl Roots, Emigrant Routes, and a New York City Love Story***, debuted in late **August**. The **book** is a **history** of the **intertwined history**

of **Polish and Russian Jewry, life in the shtetls, and emigration to, and life on, New York's Lower East Side.**

**Dr. Botein-Furrevig participated in two online interactive workshops: A seven-week course on children's rights through the University of Geneva, and a seminar on current relations between Black and Jewish communities sponsored by the Anti-Defamation League (ADL), African-American Museum in Philadelphia, and the Museum of Jewish History. Dr. Botein-Furrevig also donated her new painting, *My Shtetl is No More*, to the Center.**

**At Thursday's meeting, Dr. Botein-Furrevig will discuss her new book with you.**

### **Academic Affairs**

#### **➤ School of Arts and Humanities**

- **English Professor Jayanti Tamm** recently participated in a **teacher training** hosted by the **University of Washington National Resource Center**. The **training** was titled, **"A New Normal 'Post-Pandemic'?"** The session explored the **impact** of the **past year** and **COVID-19** on **teaching and learning** through **disciplinary perspectives**, such as **economics, creative writing, communications, anthropology, environmental studies, business, geography, history, and sociology**.
- **Dr. Jennifer Dellner, Professor of English**, presented at the **Fall 2021 Adjunct Faculty Institute and Lecturer Institute**. She presented, **"Using VoiceThread to Create Dynamic Assignments and Interactive Spaces."** **Dr. Ameer Sohrawardy, English College Lecturer II**, also was **part of a team** presenting at the **institutes**. His **presentation** was titled, **"Student Collaborations Across OCC's International Campuses."**
- **History College Lecturer II Steven Downey** presented, **"What to Expect from Your Professors"** at the **orientation program** for new students held **September 3, 2021**.
- In **collaboration** with the **OCC Foundation**, the **department of music** recently **accepted** an **Altenburg petit grand piano** donated by **Tom and Carol Fikslin**. The **donors** are especially **excited** to know that their **piano** will be **used** by **many students** for **recitals and practice** for years to come.
- In **collaboration** with the **OCC Foundation**, and **two local organizations**, **two student art contests** were held as part of the **Arts on Campus initiative**. **Student Skylar Hudson** won a **contest** for her **design** of the **Riverwood Community Garden sign**, which was held in **collaboration** with the **Toms River Cultural Arts Project**. Separately, **student Natalie Weisenstein** won the **contest** to **design artwork** for **Bacchus Winemaking** and may have her **artwork displayed** at its **Toms River facility**.
- The **Social Justice Series** kicks off **September 28, 2021, at 11:00 a.m.** with a **screening** of the **film, *I am Greta***. The **powerful documentary** follows **Ms. Greta Thunberg**, a **teenage climate activist** from **Sweden**, on her **international crusade** to persuade people to **pay attention** to **scientists** about the **world's environmental problems**. **College Lecturer in English Jason Molloy** will **host the event** and lead a **post-film discussion**.

➤ **School of Science, Technology, Engineering, and Mathematics**

- Last month, Intel announced a **major expansion** of its **Artificial Intelligence (AI) for Workforce Program** to help educate the **next generation** of **U.S. technologists**, and OCC is **excited** to be a **part** of it. Intel's program enables students to **gain technical confidence** in AI, **enhances employability** for AI-related jobs, and demonstrates how to **apply the latest trends** in AI to produce **solutions** to **industrial and social issues**. OCC has **worked closely** with Intel to offer a **new Associate in Computer Science degree** with a **concentration in Artificial Intelligence**, a **Certificate of Completion in Artificial Intelligence**, and **five new Artificial Intelligence-based courses**, which include **machine learning, computer vision, and natural language processing**. The **OCC AI programs and courses** will be **available** for **student enrollment** starting with the **Spring 2022 semester**.
- OCC has been **approved** to be an **authorized training program partner** by the **Project Management Institute**. This will allow the **College** to be an **official training location** for **students** wanting to pursue **PMP® (Project Management Professional) certification**. OCC has begun this semester to **offer the course ENGT 196, Project Management**. It is anticipated that the **course** will **attract a significant number of non-traditional students** because it is a **required certification** for **many jobs**.
- OCC has **launched a stackable curriculum** in **cybersecurity** that provides **options** for a **one-year certificate of completion**, **desirable industry certifications**, a **stand-alone two-year Associate in Applied Science degree**, and an **Associate in Science degree** with **articulation** to **four-year bachelor's degree programs** at **partner institutions**.

College Lecturer II in Computer Studies Jon Weiss hosted a **CyberCamp** last month for **24 in-person students** from **Brick Memorial High School** and an **additional 20+ remote students** from other **Ocean County high schools**. The **camp** incorporated **games and activities** to **teach cybersecurity principles and careers**. **Afternoon sessions** included **practical labs and real-world, hands-on experiences** for **high schoolers** who may have **interest** in pursuing future **education and careers in cybersecurity**.

- College Lecturer II in Engineering Pam Bogdan had the opportunity to **give cybersecurity campers** (mainly **eighth and ninth graders**) an **overview** of the **School of STEM** on **August 18, 2021**. The **campers** then worked on an **engineering and industrial/technical studies roadshow activity** called **Balloon Car Design Challenge**. **Certificates** were given to the **two teams** that achieved either the **longest average distance** or the **most significant increase** due to their **redesign**. These types of **activities** both **on campus** and **on location** at the various **schools** around **Ocean County** will be pursued throughout the year.

Next steps for **cybersecurity** at OCC include the **first offering** of **CSIT 240, Ethical Hacker Techniques and Tools**, this semester. Also, an updated **CSIT 200, Information Security Fundamentals**, will be **delivered** using the **CompTIA learning management system** and **associated materials**. **CSIT 241: Cybersecurity Legal and Regulatory Overview**, will be **offered** for the **Spring 2022 semester**.

- Assistant Dean Carolyn Showalter attended **two webinars** in **August**. The **first webinar** was titled, **“Engaging, Retaining, and Including Black Males in STEM,”** while the **second** was titled, **“Women’s Equality Day: Exploring Gender Equity in the STEM Community.”** Also, **Ms. Showalter** hosted a **webinar** for **OCC STEM adjunct faculty** as they prepared for the **Fall semester**.

➤ **School of Nursing and Health Sciences**

- Beginning **August 23, 2021**, over the course of **six days**, **197 Nursing program students** participated in **two-hour sessions** within the **skills labs** under the **guidance and direction of lab personnel** to **practice skills in preparation** for the **Fall semester**.
- The **School of Nursing** admitted **107 new students** into the **program** for the **Fall 2021 semester**; in total, there are **304 students enrolled** in the **program** this **semester**. There are **32 clinical instructors** providing education for **33 clinical groups** within **various healthcare facilities**.
- **Students and faculty** attending **clinical experiences** in **Hackensack Meridian Healthcare (HMH) facilities** were provided with **N95 mask-fit testing** and **medical clearance** prior to being fit tested. **HMH** collaborated with the **School of Nursing** to provide the **mask-fit testing**, and **RWJ Barnabas** provided the **medical clearance services**.
- **Ms. Laura Coccia** joined the **School of Nursing** on **September 7, 2021**, in the position of **Academic Affairs Technician**. She is a **graduate** of **OCC** and the **Ocean County Vocational School Licensed Practical Nurse program**. In addition to **patient care experiences**, **Ms. Coccia** has **managed** various **health service offices** throughout **Ocean County**.
- **Nursing College Lecturer II Sharon Scrofine, MSN, RN, CNE**, successfully completed the **National League for Nursing Certified Nurse Educator examination**.

➤ **School of Business and Social Sciences**

- **Dr. Margaret Maghan, College Lecturer II in Social Work**, announced that she will be **partnering** with an **Ocean County-based organization** called **Advocates in Action** to create a **group advocacy experience** for **OCC social work majors** during their **final capstone practicum course**. **Advocates in Action** was founded in **2016** by **CEO Joy England, MPA, CESP**, with the mission “to be the voice to those who don’t have one; achieving this through empowerment, education, support, and leadership.”
- **Mr. Jason Ghibesi, College Lecturer II in Political Science** and **Coordinator of the Governmental Affairs Institute**, and **Professor of Social Sciences Lynn Kenneally**, in collaboration with **Ms. Jan Kirsten, Executive Director of College Relations**, organized the **20<sup>th</sup> anniversary 9-11 remembrance ceremony**. The **Patriot Day commemoration** was held on the **campus mall** on **September 9, 2021**. **Assistant Dean of STEM Carolyn Showalter** served as emcee.
- **Dr. Patricia Gianotti, College Lecturer II in Addictions Studies**, announced that the newly formed **Institute for Counseling Professionals** hosted its **first presentation** on **September 8, 2021**. **Kenneth Finn, MD**, delivered a lecture titled, “**Lesson from Colorado: Cannabis and the Opioid Epidemic. The Unintended Consequences of Legalizing Marijuana.**”

**Dr. Finn** has been practicing **pain medicine** in **Colorado Springs** since **1994**. He is **board certified** in **physical medicine and rehabilitation, pain medicine, and pain management**. He is **president** of the **American Board of Pain Medicine** and has served on the **Colorado governor’s task force on Amendment 64** (which **legalized marijuana for recreational use**), **consumer safety and social issues work group**, and **Colorado’s Medical Marijuana Scientific Advisory Council**. He is **editor** of “**Cannabis in Medicine: An Evidence-Based Approach.**”

This presentation was approved by the Addiction Certification Board of New Jersey for three hours of continuing education for the following credentials: LCADC, CADC, LMFT, LAMFT, LPC, LAPC.

National Addiction Professionals Day was celebrated on September 20, 2021, as part of National Recovery Month. In 1992, the day was established by NAADAC, the Association for Addiction Professionals, to commemorate the hard work that addiction professionals do on a daily basis. NAADAC is the largest membership organization for addiction-focused healthcare professionals and represents the professional interests of more than 100,000 addiction counselors, educators, and other addiction-focused health care professionals in the United States, Canada, and abroad.

It is respectfully requested that the Board of Trustees adopt a resolution at Thursday's meeting to recognize and express appreciation to addiction professionals who are committed to improving the lives of individuals and families affected by substance abuse.

➤ **Academic and Tutoring Support Services**

Academic and Tutoring Support Services held a two-day training on August 30 and 31, 2021. The training was for all new and returning peer tutors, professional tutors, and academic support leaders. It covered topics on collaborative learning, culturally responsive practices, and asking powerful questions. In addition to those topics, several guest speakers from other departments also participated: Ms. Jamie Arasz Prioli, Assistant Director of Disability Services, presented on working with students with varying abilities; Ms. Kencis Kleinschmidt, Veterans Program Coordinator, explained the resources offered by the Veterans and Military Resources Center to veteran- and military-affiliated students; and Mr. Sean Bips, College Lecturer II in Hospitality, Recreation, and Tourism Management, presented on the importance of customer service. Forty-two participants were in attendance on both days.

➤ **Center for Academic Success**

➤ OCC's College Readiness Now VII report was submitted to the New Jersey Council of County Colleges' Center for Student Success. Despite working remotely for the 2020-21 academic year, CRN VII assessed 430 students, with 366 needing remediation in English and/or mathematics. Out of the 366 students enrolled in CRN VII, 179 applied to OCC, and 139 enrolled at OCC, which represents a 78% college-going rate in a year that was primarily remote learning.

➤ The fifth cohort of Lacey College Academy students is beginning with a total enrollment of 38 students. Cohort 4, with a total of 34 students, is in its final year of the program and students will graduate in Spring 2022. To date, the Lacey College Academy program has graduated more than 60 liberal arts degree students.

The Center is also working with Pinelands High School to roll out its first ninth-grade history program. This fall, the high school is offering its entire incoming freshman class an opportunity to take HIST 172, Western Civilization from 1650. Pinelands will be offering three sections of the course. The Center for Academic Success joined enrollment management on September 15, 2021, to discuss the freshman history course opportunity, as well as Pinelands' dual enrollment options.

## Finance and Administration

On September 7, 2021, Bubbakoo's Burritos, along with the Toss'em Wing Factory (Bubbakoo's sister company), and Koo's Coffee Co., serving Starbucks products and grab 'n' go items, opened in the Larson Student Center at Ocean County College. The opening was well received by students, and sales for the first week of classes exceeded all expectations. Bubbakoo's is providing low-cost options for students, and the OCC Foundation provides vouchers for students who need help paying for their meals.

### ➤ Purchasing and Payables

Ms. Christine Healey, Director of Purchasing and Payables, was invited to represent Ocean County College by the Government Affairs team at Kean University at the "BID" (Bridging the Information Divide) Small Business Conference on Friday, September 17, 2021. Small businesses had the chance to walk around, speak to College representatives, ask questions, and learn more about the process for bidding on contracts with colleges and universities.

The purpose of the conference was to help bridge that gap and make small business owners aware of the endless opportunities available to grow their businesses by contracting with educational institutions.

### ➤ Ocean County College Foundation

➤ The Foundation 2020-21 audit has been completed. Mr. Kenneth Malagiere, Executive Director, expressed appreciation to the OCC Accounting staff for their efforts to ensure smooth preparation prior to the audit and their cooperation while the auditors performed the audit. Requests to review the annual audit may be directed to the Foundation.

➤ Historian Doris Kearns Goodwin will be welcomed, live, to the Grunin Center on October 6, 2021, as part of the Blauvelt Speaker Series. Tickets and information are available at [www.grunincenter.org](http://www.grunincenter.org).

Work continues on introducing a sub-series focused on health care to the Blauvelt Speaker Series. This partnership with RWJ Barnabas promises to be inspiring for students, faculty, staff, and the broader community.

➤ Annual endowment reports are being prepared over the next several weeks and will be distributed to all stakeholders at the end of October, as scheduled.

➤ The Foundation is hosting the 20<sup>th</sup> Annual Golf Classic on Tuesday, October 12, 2021, at Pine Barrens Golf Club. This event is dedicated to raising scholarship funds for the students of Ocean County College. Sponsorship and registration information is available at [www.go.ocean.edu/golf](http://www.go.ocean.edu/golf).

➤ The Scholarship Committee has reviewed over 200 scholarship applications and awards were made for the traditional semester. Applications for Jump Start/Academy awards remain open through September 26, 2021, as do the Allied Health/WPE grants through the Hovnanian Endowment.

➤ **Alumni**

- The **OCC Foundation** co-hosted the **2021 SUP the River** paddleboard race on **Saturday, September 18, 2021**, at the **Toms River Yacht Club**. Almost **50 paddlers** participated with **beautiful weather** on the **Toms River**. A **networking breakfast** aboard the **River Lady** was **hosted concurrent** to the race for **supporters** to view the **paddleboarders** on the river. The event was a **great success** as the **OCC Foundation**, in **partnership** with the **Kiwanis Club of Toms River**, engaged **alumni, donors, event committee members**, and **event sponsors** from **local businesses and organizations** in **Ocean County**.
- The **Summer/Fall 2021** edition of the **OCC magazine, *Ocean Views***, is **complete** and has been **mailed** to nearly **40,000 alumni and OCC stakeholders**. The **magazine** promotes **alumni success stories**, including that of **Gregg Bauer, '83**, who is now the **Vice President and General Manager of Lockheed Martin's C6ISR business** as well as the **General Manager of Lockheed's Manassas Operations**. Also featured are the **reopening of the campus**, the **new Student Enrollment Building**, **pilot programs in Addictions Counseling**, the **success of the OCC Foundation's Scholarship Celebration**, and the many **efforts to support the students and programs** at the **College**.

➤ **College Relations**

- **Mr. Nicolaus Burr, Social Media/Web Developer**, created a **social media campaign** that **welcomed students** back to campus and **highlighted campus events, resources**, and our **beautiful campus**. The **campaign** was viewed by **37,941 individuals** and engaged with **3,561 times** across **multiple social media platforms**.
- **College Relations** and the **College Safety and Security Department** conducted a **test of Ocean County College's emergency notification system, Viking Alert**, on **August 31, 2021**. Currently there are **9,733 registered users** of **Viking Alert**, which **disseminates urgent notifications** to **students, faculty, and staff** via **SMS text message, voice messaging, and email**. **Students, faculty, and staff** can **update their contact information** on **Viking Alert** at **[ocean.sendwordnow.com](http://ocean.sendwordnow.com)**.
- The **web team** collaborated with **College Lecturers Mary-Ellen Rada and Vijay Ramdeen** from the **School of STEM** on a **redesign of the [Jersey Shore Junior Science Symposium \(JSJSS\)](#) web landing page**, including **video** showcasing **winning students' presentations**. This **rich content** **increased the time website visitors** spend on the **page** from an **average of 5:57 minutes** to an **average of 9:47 minutes**.

➤ **Security**

In accordance with **New Jersey Public Law 2015, Chapter 220**, and **College Policy #2332, Reporting of On-Campus Criminal and Fire Events**, attached is the **monthly statistics report of crimes, fires, and other emergencies on campus** for the reporting period **August 24 through September 17, 2021**.

## Student Affairs

### ➤ Advising

#### ➤ Transfer Events

**Transfer Coordinator Laura Wills** has scheduled **transfer events** throughout the **Fall semester** to meet the **needs of students** both **in person** and **virtually**. The **list of college visits** has been **expanded** to include some **new** and **exciting four-year colleges/universities**:

- **Stockton University** is **working** with **OCC students bi-weekly** to provide **admissions, scholarship, and academic advising** for the **Transfer Pathways partnership**. The **Stockton representative, working closely with Ms. Wills, advises students** to plan for **graduation and transfer** from whatever a point a student is **starting their academic journey**.
- **Kean Ocean** is now **meeting students** in the new **Student Enrollment Building** to help provide **seamless transition** to **Kean Ocean programs**. The **Academic Advising and Transfer teams** can refer directly to **Kean Ocean admissions and evaluation specialists** to **review** all of the important **information** related to **transfer**.
- During **September and October**, representatives from **New Jersey four-year colleges** will be in the **Larson Student Center** for students to discuss **transfer options** following **graduation**. **Visiting OCC** will be **Rowan University, Georgian Court University, Rider University, Felician University, Caldwell University, Drew University, Saint Elizabeth University, Montclair State University, and Thomas Edison State University**. **Penn State University, Niagara University, and Marywood University** will also be on **campus** this year to offer **new and exciting opportunities** for students. Additionally, **Montclair State University** is offering an **Instant Decision Day** on **October 7, 2021**, to **help students gain admission to Montclair quickly and easily**.

#### ➤ Advise

- In **collaboration** with the **Hub, IT, and Academic Affairs**, the **Advising Office** is moving **forward** with **Advise initiatives** for **Fall 2021**. A **robust communication plan** is in place for **NJ STARS students**. This **plan** will deliver **important information** to students regarding this **scholarship program**, including **eligibility requirements and reminders, registration information, and graduation outreach**. Starting in **week four** of the semester, **NJ STARS students** with at least **one course** with an **average below 80%** will receive a **communication** regarding their **scholarship eligibility and campus resources**. Students with **more than one course below 80%** will receive **follow-up communications** via **phone and text**.
- A **pilot program** is currently underway with the **STEM Center**, utilizing **Advise early warning capability** to **encourage students** to seek **tutoring services**. **Advise** will send **communications** regarding **tutoring services** to students in **designated sections** of **MATH 156, Introduction to Statistics**, who have **below a 70% course average**. **IT** is also working to **import data** from **Tutor Trac** into **Advise**, which provide the **number of students** who **sought tutoring** after **receiving the communication**. This **data** will not only determine if the **communications** were **effective**, but it will also provide **follow-up communications** to **students** who have **not responded**.



- Finally, a **communication plan** for all **students** will be **implemented** this **Fall**. **Tips** to be **successful** in **classes** will be **delivered** throughout the **semester** to **students** with **low homework assessments** and **low course averages**. This **plan** will **lay the foundation** for a **more robust retention effort** in **Spring 2022** and **forward**, as the **Retention Team** is put in place. **Communications** and **proactive outreach** will be **increased** incrementally, with the **goal** of using **Advise** to **support student retention** at **OCC** in an **intentional, meaningful, and data-driven** way.

- **Career Services**

- **Presentations and Workshops**

**Ms. Kirsten Bollinger, Interim Career Services Coordinator**, has given **eight in-person** or **virtual generic presentations** on **Career Services** to **students, faculty, and staff**, and **six more presentations** are **scheduled**. **Three virtual workshops** are **scheduled for October** to discuss **career and major exploration, resume writing, and job search strategies** with **students**. All **students** will be able to **RSVP** for the **workshops** on **Handshake**.

- **Employers**

**Eleven employers** have **booked tables** in the **Larson Student Center** to **informally recruit and network** with **students** on **15 different dates**. It is anticipated **more employers** will be on **campus** and **additional dates** will **follow** throughout the **semester**. The **employers** thus far represent **education, business, hospitality, psychology, and social work**. **Law, STEM, and healthcare industry employers** will be **invited** as well. **Ms. Bollinger** met with a **STEM employer** and a **faculty member** to discuss **partnership opportunities**.

- **OCC App**

There are currently **78 local job and internship flyers** posted to the **Career Services page** on the **OCC app**. This **page** is **public** to **all app users**, so **anyone** can view the **hiring flyers**. **Page members** receive a **notification** every time a **job or internship flyer** is **posted**. The **app page** is also utilized to **promote** the **services, workshops, and employer tables** offered by **Career Services**.

- **Communications**

**Career Services** is actively **promoting** its **workshops, employer tables, and job/internship opportunities** across **various platforms**:

- **Career Services: OCC App and Handshake**
    - **College Relations: Ocean Connect, flat screen TVs, and all social media platforms, such as Twitter, Facebook, and Instagram Stories**
    - **Academic Advising: Canvas and Advise**
    - **Southern Education Center: Canvas**
    - **Faculty and Lecturers: Canvas and email messages**

- **Counseling Center**

- The **Counseling Center** has been very **busy interacting** with many **students** visiting for **information, appointments, and interventions**. The **Center** is **reintroducing programs** to the

**campus community, conducting the reinvented Restore Your Score program, and sponsoring a variety of events.**

- **Carmen Mora, MSW, joined the Counseling Center as the Coordinator of the Displaced Homemakers Program. She is a graduate of OCC, Stockton University, and New England University. Ms. Mora participated as a 100 Women mentee, working with Dr. Tracy Maksel, Director of the Ocean County Department of Human Services. She began her experience with the Displaced Homemakers Program as a participant and was recognized by the Displaced Homemakers Network for her accomplishments in the program. Ms. Mora shared her powerful story about her journey to self-sufficiency at an OCC Board of Trustees meeting.**

**The Displaced Homemakers Program is providing services on campus and remotely. There are 5 new clients and 80 continuing clients; services include remote computer skills training and career seminars. Ms. Mora is implementing a comprehensive marketing plan to county agencies. A search is underway to fill the Community Services Coach position.**

- **The Supporting Students in Recovery Program has been renewed for a third year. The program continues to expand, with new students engaging daily. Drop-in hours, weekly support groups, and recovery meetings are all taking place in the on-campus Wellness and Recovery Center. Planning is underway for the official opening of the Wellness and Recovery Center for the first week of November.**
- **Ms. Katie Hueth, Prevention Education Coordinator, completed the Connecticut Community for Addiction Recovery (CCAR) program for recovery coaching, ethical considerations, and facilitator training. She is now qualified to provide training and assist others in becoming Recovery Coaches.**
- **The Counseling Center, in partnership with OCC Student Life and Kean Ocean Campus Life, presented In Their Shoes, a mental health awareness and suicide prevention exhibit provided by Attitudes in Reverse. Students, faculty, and staff viewed the exhibit in the campus mall on September 15, 2021, as part of OCC's recognition of Suicide Awareness and Prevention Month. Volunteers and counselors were available to provide education, connection, and resources to the campus community.**
- **On September 20, 2021, the Counseling Center, in collaboration with the Grunin Center's Blauvelt Speaker Series, Student Life, and the School of Arts and Humanities, presented "Lunch Hour with Mike Veny, Transforming Stigma in College."**
- **On September 29, 2021, the Center will co-host "Share Your Stories" with Hope Sheds Light to reduce stigma and support recovery from substance use disorders. This event will take place on the campus mall.**
- **On September 30, 2021, Rachel Piazza's "Feminist Self Defense" is being sponsored. During this event, participants will become empowered and discuss the need for all to work together towards prevention of sexual violence.**
- **Student Development Specialist Kelly Petrolis is working on the revised Restore Your Score program, which is focused on students with an academic probation sanction. There were 206 students with this sanction from the Spring 2021 semester, and all have been contacted by mail, at least twice, about the program. Of these students, 152 have registered for classes in the Fall terms. So far, 40 students have responded to the announcements, and 15 have attended the**

**introduction seminar** presented by **Ms. Petrolis**. She is making **follow-up appointments** with those **students** and conducting another **outreach** to the **remaining students**.

- **CARE reporting** continues to **increase**, with **56 reports** since the **beginning** of the semester. Issues include the **impact** of **COVID** on **students' mental health, academics, home life, finances, increasing rates and severity of anxiety and depression, academic difficulties, personal or family illness, and concerning behaviors**.

#### ➤ **Disability Services**

- **Assistant Director of Disability Services Jamie Arasz Prioli** conducted an **overview** of **Disability Services** for **faculty and staff** from the **School of STEM**. The **overview** included **best practices for supporting students with disabilities, including effective communication skills, organization tools, and other resources**.
- **Disability Services** continues to **host weekly virtual "drop-in" support sessions** for **faculty and staff** to learn more about **Ally** or request **technical assistance**. **Virtual "drop-in" support sessions** are also being held for **students** interested in **services** or requiring **additional support with accommodations**. The **virtual "drop-in" days** are held each **Friday** through **October** and are **open captioned**. **No appointment is needed and all are welcome**.

#### ➤ **Student Enrollment Services, the HUB**

- **OCC's degree completion program** with **partner Kaiser Permanente** continues to **expand** year after year in **terms of number of students and credits**, with the **latest increase** during the **Summer reporting term**. **Enrollment Services** continues to **support the partnership, funded** through the **Ben Hudnall Memorial Trust**, to **enroll, retain, and graduate program students**.
- **Coordinator of Outreach and Enrollment Services Jim Campbell**, joined **Mr. Ryan Luurtsema, Assistant Director of the Veterans and Military Resources Center**, for an **Education and Jobs Fair** on **Joint Base McGuire-Dix-Lakehurst** on **August 18, 2021**. **Mr. Caldwell** and other **Ocean representatives** were able to **talk to active military members and their families**. It was the **first in-person event** on the **base** since **prior to the pandemic**.
- In **August**, the **HUB** saw **1,467 in-person transactions** with an **average service duration time** of **3.25 minutes**. This includes **student ID cards, assisting with applications, answering financial aid questions, and other enrollment-related tasks**. The **HUB** also received **2,691 emails** throughout the **month**.
- **Reggie** sent **184 campaigns** in **August**, including **interactive campaigns** with **response rates** as high as **81%**.
- The **last Express Enrollment Day** took place on **August 18, 2021**, with **81 students** completing their **registrations, enjoying a campus tour, receiving ID cards, and meeting with various student support services representatives**.

#### ➤ **Student Life**

During the **week before** the **Fall semester** began, **Student Life** welcomed **students** back to the main **campus** by hosting **two New Student Launch** events. These **events** targeted both **new students** and **not-so-new students**, those who **started last year remotely** and would be **in-person** for the **first time**

this **Fall**. Over the course of **two days**, **550 students** attended, and they were given the opportunity to **tour the campus, discover key support services, attend workshops, and meet other students** during the **fun activities** that were offered. Experiences like this are **critical to student success; engaging students** from the **start of their academic journeys** helps them **feel connected** to the **College community**, which **improves their persistence toward completion**. This was a **collaborative effort** across **multiple departments**. Overall, the **feedback from students** who attended was very **positive**, with some even noting that they **couldn't wait for classes to start**.

➤ **Southern Education Center**

- With the **Fall 2021 semester** underway, the **SEC Canvas shell** continues to serve as a **vital communication tool** for **students** who are **enrolled in SEC or MATES courses**, although this semester these **classes** are offered **remotely**. The **first weeks of SEC Canvas Announcements**, focused on **welcoming students**, the **Hospitality/Recreation/Tourism Management program**, and a **career opportunity posting**, have already amassed over **2,650 views**. The **SEC Canvas shell** will continue to **announce student service programs and opportunities** through the **Fall semester**.
- **Ms. Michele Marcum, SEC Senior Student Services Technician**, continues to assist the **HUB** via **remote channels in responding to student inquiries**. **Mr. Jeff Kurz, SEC Student Services and Recruitment Specialist**, is supporting **Academic Advising** through **virtual advising appointments and managing the Advising email in-box**.
- The **Spring 2022 SEC master course schedule** is in the **final stages of development**. In **collaboration** with the **Academic Administrators**, the full **Spring 2022 proposed course schedule** has been **analyzed and developed** based on **past enrollment trends**. The **schedule** includes a few **courses** utilizing the **immersive/synchronous technology** that allows **one professor to instruct the same course in two locations**, the **SEC and the main campus**, at the **same time**. **Details are being finalized** for this **innovative use of technology-based educational connectivity**.
- **Mr. James Hauenstein, Director of the Southern Education Center**, has completed **outreach** to the **southern area high schools** in the continued effort to **advance the Promoting Learners to Achieve Now (P.L.A.N.) program** as their **school year begins**. **P.L.A.N.** is designed to allow **high school students to complete Early College course work to achieve 24 or more OCC credits** prior to **high school graduation**.

➤ **Veterans and Military Resources Center**

- The **Veterans and Military Resources Center** has continued the **discussion to host the third-annual Veterans Town Hall** in **collaboration with Congressman Andy Kim**. On **November 11, 2021**, a **panel of three veterans with diverse backgrounds** will **showcase experiences and times-of-reflection** to **Ocean County community members**. **Securing a specific location on OCC's campus** is currently being **discussed**.
- The **VMRC** has **expanded its team** with the **addition of Program Assistant Rachelle Bertholf, MSW**, who will assist with the **Center of Veteran Student Success** and **student engagement and activities**.
- **Veteran Program Coordinator and Army National Guard First Sergeant Kencis Kleinschmidt** completed with **success the Ocean County College Remembrance Ceremony** for

the 20<sup>th</sup> Anniversary of 9/11 Patriots Day. Ms. Kleinschmidt is the Senior Enlisted Leader of the 63<sup>rd</sup> Army National Guard Band who played multiple musical renditions for the public to participate in and observe.

- The VMRC has established an **Events Calendar** for the semester and hosted its **first Chat and Chew** of the semester. Students were able to **meet staff** and **learn** about **resources** available to them. **Monthly sessions** will include **food, networking, and socializing** for all **military-connected students, staff, and faculty**.
- **VA-VITAL Representative Jennifer Garcia** has made **two visits** to the VMRC to assist students with **valuable resources**. During her visits, she was able to **assist** with **medical appointments, veteran benefits literacy, counseling services, and morale** among student veterans. Ms. Garcia will return to the VMRC on **October 6, 2021**.
- The Center is conducting a **VETS (Veterans Engaging Teachers and Students) program** with **Sociology College Lecturer Margaret Maghan**. The **focus** of the program will be the **veteran's perspective** on **grief management, combat trauma, and veteran transitioning experiences**.
- **Assistant Director Ryan Luurtsema** partnered with **College Relations Social Media/Web Designer Nicolaus Burr** in creating a **TikTok social media platform** to **increase social equity** with the **military community** on and off campus. Mr. Burr indicated the **TikTok** has been the **most viewed** and reacted content for **OCC accounts**.
- The **Corporal Rory Hamill Lending Library** has proven to be **successful**. Over **half** the **Chrome Books** and **protective sleeves** that were **purchased** for **military- and veteran-connected students** are being used.

### e-Learning and Learning Enterprises

- The e-Learning department welcomes **Ms. Lauren Remenyi, ESL College Lecturer II; Ms. Asqa Sheikh, Biology College Lecturer II; Ms. Caroline Brittain, Academic Administrator; and Ms. Lauren Evans, Graduate Intern**.
- e-Learning leadership is reviewing **online programs and course offerings** to create an **educational plan** for students to earn an **associate degree** in less than **two years**. The **plan** will include **short-term sessions** for degree completion. **College Relations and Student Services** are working collaboratively with e-Learning on this **new initiative**.
- The e-Learning Department will be attending the **virtual OLC Accelerate Conference** from **September 20 to 24, 2021**. The **conference** will feature **sessions** on **leadership, research, instructional design, and blended learning**. Additionally, the **members** of the department will attend **InstructureCon 2021**, a **virtual one-day conference** focusing on the **Canvas LMS, best practices** in online education, and other **dedicated sessions** for **higher education**.
- **e-Learning Design**

The **Instructional Design and Technology team, Lead Instructional Designers, and Instructional Design Specialists** will participate in the **October 2021 Cohort and November 2021 Cohort of the VoiceThread Certified Educator Course**. This **certification course** will allow participants to **learn** the **advanced features** of **VoiceThread**, including **design, assessment, safety, and security, and ADA**

compliance. The Design team will be able to apply what they have learned to improve online courses by developing high quality and engaging content for OCC students.

➤ **e-Learning Professional Development**

- The Fall 2021 e-Learning General Meeting took place on Wednesday, August 31, 2021, with 76 e-Learning faculty and lecturers in attendance. Based on the initial survey results, most attendees found the sessions engaging and relevant and are interested in attending future training.
- The e-Learning Fall 2021 Professional Development Series started in August 2021. Mr. Eric Daniels, Educational Technologist, provided online group training on the skills needed to teach e-Learning courses using Canvas LMS. Mr. Jack Kelnhofer, College Lecturer II, and Ms. Laura Wingler, Lead Instructional Designer, facilitated webinars on the revised English 151 and 152 courses, showcasing new technologies and pedagogical foundations for the redesign. Ms. Mary Landolfi, Adjunct Faculty Member, and Ms. Laura Wingler presented on the newly developed Spanish 151 and 152 courses that now utilize Duolingo.
- e-Learning continues to offer trainings with college partners. Webinars were offered on how to use Smarthinking (online tutoring services), Dropout Detective (student retention services), as well as subject-specific training in math and writing.

October sessions will include VoiceThread for Beginners with Ms. Laura Wingler and Instructional Design Specialist Jade Hermes, as well as three sessions provided by our partners, Using MacMillan's Achieve for all Disciplines, What's New with Cengage, and Teaching with McGraw Hill Connect. Scheduling information and recordings of all sessions can be found on the Center for Instructional Empowerment at [go.ocean.edu/CIE](http://go.ocean.edu/CIE).

➤ **Fall 2021 Colloquium**

A workshop on International Degree-Granting Partnerships – New Jersey Footprints in Egypt was offered at the Fall 2021 Colloquium by Guest Speaker Dr. Tamara Cunningham, Associate Vice President for Global Initiatives, New Jersey City University; Dr. Maysa Hayward, Associate Vice President of International Programs; and Dr. Howaida Wahby Eraky, Assistant Dean of e-Learning, International Programs.

The workshop discussed the New Jersey City University and Ocean County College partnership to establish a four-year bachelor's degree-granting campus in Cairo, Egypt, using a 2+2 design by building upon the joint degree model of community college and university partnerships. Presenters shared the international context for this program under Egyptian International Branch Campus Law, the academic design for the program, and the strategic partners involved in seeing the project to fruition.

➤ **Fall 2021 Lecturer Institute and Adjunct Lecturer Institute**

In collaboration between the e-Learning Department and the School of Arts and Humanities, the Fall 2021 Lecturer Institute and Adjunct Lecturer Institute included a presentation on the topic of *Student Collaborations Across OCC's International Campuses* by Dr. Howaida Wahby Eraky; Mr. Ameer Sohrawardy, College Lecturer II in English; and Ms. Margot R. Bruemmer, e-Learning Adjunct Assistant Professor in English. The three presenters shared their experiences fostering collaborations among students at OCC's Toms River and Ain Shams University (Egypt)

**campuses, and among Arabic- and Spanish-speaking ESL learners. Creative, concrete strategies were suggested for how lecturers in Arts and Humanities, STEM, Nursing, and other disciplines might reap the benefits of the human, civic, and natural resources available across/within our international classrooms. Keeping with OCC's Strategic Plan, they presented the outlook for the future of such collaborations, with the involvement of Kean University's Office of Career Services and International Studies.**

➤ **International**

**Dr. Maysa Hayward, Dr. Howaida Wahby Eraky, and Ms. Enjee Auda, Student Coordinator, are facilitating a series of Marketing Webinars every Tuesday and Friday at 1:00 p.m. U.S. time (EST), 7:00 p.m. Egypt time (EET). The webinars aim to recruit students for the sixth cohort to the triple-degree partnership with Kean University and Ain Shams University. The webinars are advertised on the program's Facebook page and in OCC's office at Ain Shams University.**

Goal 1: Empower students learn, engage, and achieve														Owner: Joe Konopka and Eileen Garcia	
Goal KPI	Key Performance Indicator	Baseline	2026 Target	Target Context	Y1		Y2		Y3		Y4		Y5		
					Target FY2022	Actual	FY2023	Actual	FY2024	Actual	FY2025	Actual	FY2026	Actual	
1	Percentage of students who complete 30 credits or more within a 2-year period; includes part-time and full-time students.	60%	70%	baseline is all First-time, degree-seeking, enrolled in an associates (non-certs). Average 2017FA and 2018FA cohorts	62%										
2	Percentage of non-credit students who complete an industry-valued credential, HSE, or proficiency/measurable skills gain (ESL) within a year period; includes vocational and ABE students.	65%	80%	Baseline is all enrolled, non-credit students. ABE and ESL programs significantly expanding in the next five years.	68%										

Objective 1.1: Enhance student learning														Owner(s): Joe Konopka and Eileen Garcia	
Objective Performance Measure	Baseline	2026 Target	Target Context	Y1		Y2		Y3		Y4		Y5			
				Target FY2022	Actual	FY2023	Actual	FY2024	Actual	FY2025	Actual	FY2026	Actual		
1	Percent of Program Learning Outcomes of programs under review each year with a consistent match to learning outcomes	91%	95%	baseline is the average percent hitting partially or fully met LO's from PA and Global Studies	92%										
2	Number of programs with placement into career employment	5 current credentialing programs lead to direct employment, with tracked employment outcomes.	15 credentialing programs lead to direct employment, with tracked employment outcomes.	Programs include field placements and registered apprenticeships with tracked skills competencies developed during OJT.	6										
Objective 1.2: Engage students in co-curricular activities														Owner(s): Jen Fazio and Alison Noone	
1	Increase student satisfaction; % of students responding positively about their opportunities to interact with faculty & staff outside of the classroom through college events and clubs	5.72		baseline is from fall 2018 NL results	5.8										
2	Increase student satisfaction; % of students who generally know what is happening on campus	5.3		baseline is from fall 2018 NL results	5.5										
Objective 1.3: Improve student persistence, completion and career readiness														Owner(s): Amir and Alexa	
1	Increase part-time, degree-seeking student retention	46.70%	increase by 5%	this is the first-time degree-seeking rate from fall to fall. Baseline is average of past 5 year of cohorts (fall 2015-fall 2019)	47.60%		48.70%		49.70%		50.70%		51.70%		



Objective 1.1: Enhance student learning									Owner(s): Joe Konopka and Eileen Garcia		
Initiatives	Description	Measure	Target	Baseline	Resources Needed	Unit(s)/Owners	Year 1 Progress Update	Year 2 Progress Update	Year 3 Progress Update	Year 4 Progress Update	Year 5 Progress Update
1.1a	Create high demand, market-driven programs	number market driven	5 per year	12; HS 2, RB 4, SR 5, TW 1	N/A	Sylvia Riviello & Tracy Walsh					
1.1b	Develop additional non-credit to credit pathways	number of pathways	2 per year	5; HS 2, RB 2, TW 1	N/A	Kaitlyn Everett & Rosann Bar					
1.1c	Implement Guided Pathways Model	Y/N	complete 3 per school	N	N/A	Susan O'Connor & Heidi Sheridan					
1.1d	Provide additional faculty development and support	Number of faculty who participated and what was learned?	100% active participation	30%	N/A	Nanci Carmody & Carolyn Showalter					
1.1e	Provide additional student support services	number of additional services	run 2 pilots per year	2; circleIn and AI for tutoring	N/A	Brianna DeCicco & Veronica Guevara-Lovgren					
1.1f	Increase strategic alliances with employers and government	# strategic alliances	2 per year	0	N/A	Mary Gibson & Amir Sadrian					
1.1g	Increase technology use to enhance teaching and learning	Y/N (implement shared, effective, practices for using technology in the classroom)	2 pilots per year	0	N/A	Matthew Ascah & Toni Clay					

Objective 1.2: Engage students in co-curricular activities									Owner(s): Jen Fazio and Alison Noone		
Initiatives	Description	Measure	Target	Baseline	Resources Needed	Unit(s)/Owners	Year 1 Progress Update	Year 2 Progress Update	Year 3 Progress Update	Year 4 Progress Update	Year 5 Progress Update
1.2a	Increase number of innovative opportunities for students to engage in learning outside the classroom	number of programs / clubs, did we align with program of study	Y/N	establish in Fall 21	N/A	Alison Noone & Jen Fazio					
1.2b	Increase number of student leadership and development opportunities	number of leadership programs	2 new program opportunities	1 year-long program	N/A	Alison Noone & Jen Fazio					
1.2c	Increase campus utilization of CARE reporting system	# reports made per academic year.	increase # faculty/staff who report	approximately 300 reports/academic year	N/A	Jen Fazio & Kate Pandolpho					
1.2d	Provide learning opportunities for staff development for emotional intelligence and customer service based on the types of CARE reports received	Y/N	Did we align with need	1 training opportunity/semester	N/A	Jen Fazio & Kate Pandolpho					
1.2e	Engage with faculty outside the classroom; enhance opportunities for involvement in learning communities	Y/N	implemented innovative opportunities	establish in Fall 21	N/A	Academic Deans, Alison Noone & Jen Fazio					



Objective 1.3: Improve student persistence, completion and career readiness									Owner(s): Anna Regan and Chris Carbone		
Initiatives	Description	Measure	Target	Baseline	Resources Needed	Unit(s)/Owners	Year 1 Progress Update	Year 2 Progress Update	Year 3 Progress Update	Year 4 Progress Update	Year 5 Progress Update
1.3a	Create institutional support for initiatives that promote retention: Strategic use of proactive advising to serve highest impact populations	Retention of part-time students	Demonstrate higher retention rate for students receiving proactive advising over control group	46.70%	n/a	Anna Regan					
1.3a	Create institutional support for initiatives that promote retention: Incremental expansion of CRM Advise software	Students benefitting from early warning alerts and outreach	Increase student groups receiving early warning intervention	Two student groups	n/a	Anna Regan; Sheenah Hartigan					
1.3c	Execute initiatives to encourage and support degree completion: Degrees when due	Number of students returning to complete degrees	Establish systematic review of stop-out data to increase	number of stop-outs returning	n/a	Kate Mohr; Shirley Baker					
1.3d	Create programs to promote career development and readiness Utilize Handshake CRM to connect employers to students and alumni, in order to facilitate and promote job and internship opportunities	Employers offering opportunities on OCC Handshake	20% increase in employer opportunities by 12-21	1600	n/a	Anna Regan					
1.3e	Create programs to promote career development and readiness: Invest in resources to support expansion of experiential education	Number of employees	Hire Assistant Director of Career Services by 12-21	position approved	resources already approved	Anna Regan					
1.3f	Create programs to promote career development and readiness: Collaborate with stakeholders to increase career programming	Number of career events hosted in AY 21-22	Minimum four career events in AY 21-22	zero events in 2021	budget lines for Career Services	Anna Regan					

Goal 2: Optimize and expand enrollment of all learners														Owner: Jerry Racioppi and Amir Sadrian	
Goal KPI	Key Performance Indicator	Baseline	2026 Target	Target Context	Y1		Y2		Y3		Y4		Y5		
					Target FY2022	Actual	FY2023	Actual	FY2024	Actual	FY2025	Actual	FY2026	Actual	
1	Total number of credits enrolled each year	178,376	196,900	increase by 2% each year; 12 month	181,944		185,582		189,294		193,080		196,942		
2	Total headcount enrolled, international	115	1,000	increase to 1000 students	200		400		600		800		1000		
3	Total non-credit net revenue	\$ 1,705,000	\$ 2,093,160	Increase by 1% year 1, then 5% YOY; baseline is 2019	\$ 1,722,050		\$ 1,808,152.50		\$ 1,898,560.13		\$ 1,993,488.13		\$ 2,093,162.54		

Objective 2.1: Promote our value and identity														Owner(s): Jan Kirsten	
Objective Performance Measure	Baseline	2026 Target	Target Context	Y1		Y2		Y3		Y4		Y5			
				Target FY2022	Actual	FY2023	Actual	FY2024	Actual	FY2025	Actual	FY2026	Actual		
1	Total number of leads	10,751	13080	increase by 4% each year using a 38%	11181		11628		12093		12577				
Objective 2.2: Achieve sustained growth in enrollment														Owner(s): Jerry and ?	
1	Total credits enrolled, domestic	176,851	195,258	increase by 2% each year; 12 month, baseline FY2021	180,388		183,996		187,676		191,429		195,258		
2	Total unduplicated headcount	13,213	14,588		13,477		13,747		14,022		14,302		14,588		
3	Increase number of active international partnerships in Egypt	1	12	grow by 2 in years 1-4 and then grow by 3 year 5	3		5		7		9		12		
Objective 2.3: Provide relevant programs to foster workforce development														Owner(s): Amir and Alexa	
1	Credit workforce program enrollment	2,622	2,895	baseline fall 2020; increase by 2% each year; using Perkins program list	2,674		2,728		2,782		2,838		2,895		
2	Vocational Student Clock hours (non-credit)	57,587.50	73,498	increase vocational clock hours by 5% YOY	60,467		63,490		66,665		69,998		73,498		

Objective 2.1: Promote our value and identity										Owner(s): Jan Kirsten and	
Initiatives	Description	Measure	Target	Baseline	Resources Needed	Unit(s)/Owners	Year 1 Progress Update	Year 2 Progress Update	Year 3 Progress Update	Year 4 Progress Update	Year 5 Progress Update
2.1a	Convene a team to clarify the OCC identify, value for students, and brand elements	Y/N	Team in place by fall 2021	N/A	Resources are in place	Jan Kirsten					
2.1b	Measure brand awareness annually to inform updates	Y/N	Complete by end of February annually	N/A	Resources are in place	Jan Kirsten					
2.1c	Expand Pathways Program to every public high school in Ocean County	Y/N	17 out of 17	15	Restructure is complete - no other resources needed	Sheenah Hartigan					

Objective 2.2: Achieve sustained growth in enrollment										Owner(s): Jerry and ?	
Initiatives	Description	Measure	Target	Baseline	Resources Needed	Unit(s)/Owners	Year 1 Progress Update	Year 2 Progress Update	Year 3 Progress Update	Year 4 Progress Update	Year 5 Progress Update
2.2a	Increase Ocean County high school yield	HS yield	35%	31%	Resources are in place, need conditions related to COVID to relax to do in person recruitment.	Sheenah Hartigan					
2.2b	Increase the enrollment of International students	Number of Cohorts (30 Students / cohort)	5 Cohorts per Year	1 Cohort per Year	Marketing funds; As numbers of students increase, fit personnel domestically and in Egypt to handle volume.	Maysa Hayward					
2.2c	Increase Non-traditional student enrollment	Enrollment Numbers	3,602	3,263	Resources in place; personnel hired to manage non-traditional partnerships	Sheenah Hartigan					
2.2d	Complete Strategic Enrollment Management plan	Y/N	Plan complete and implemented by end of Fall 2022	N/A	Ellucian Consultant	Jerry Racioppi					

Objective 2.3: Provide relevant programs to foster workforce development										Owner(s): Amir and Alexa	
Initiatives	Description	Measure	Target	Baseline	Resources Needed	Unit(s)/Owners	Year 1 Progress Update	Year 2 Progress Update	Year 3 Progress Update	Year 4 Progress Update	Year 5 Progress Update
2.3a	Develop a process for utilizing workforce trend analysis (from env. Scan).	Y/N	Develop and implement by Fall 2021	n/a	P/T position to assist with data needs related to process	Alexa, James, Susan, Joe R., Kaitlin					
2.3b	Review and revise the program review template and process to ensure a more rigorous and critical evaluation that informs both program revisions and, when necessary, program divestment.	Y/N	Implemented by fall 2021	n/a	N/A	Alexa, James, Mary, Rosann					
2.3c	Identify modality preferences in cluster programs, analyze data, and schedule offerings accordingly.	Y/N	Survey designed by fall 2021	n/a	N/A	Alexa, Joe R., Amir					
2.3d	Establish and expand experiential learning opportunities* *represents apprenticeships and internships	<ul style="list-style-type: none"> <li>Number of Internships in a given academic year</li> <li>Number of apprenticeships in a given academic year</li> <li>Number of courses incorporating practicum/field placement/project</li> </ul>	<ul style="list-style-type: none"> <li>5% increase in student participation in internships and apprenticeships</li> <li>5% increase in number of courses incorporating practicum/field placement/project</li> </ul>	<ul style="list-style-type: none"> <li>Internships – 3 students 2020-5/2021</li> <li>Apprentices – 5 students</li> <li>Courses incorporating practicum/field placement/project – 11 courses as of 7/2021</li> </ul>	<ul style="list-style-type: none"> <li>Professional staff to oversee Internships and Apprenticeships</li> <li>Faculty Development</li> <li>Industry Partners</li> <li>Advising Development</li> </ul>	Rosann, Eileen					

2.3e	Identify and bridge gaps in community advisory groups, ensuring consistency in communication, design, and implementation.	<ul style="list-style-type: none"> <li>Establish a baseline of existing groups and audit for membership duplication and possible consolidation as appropriate</li> <li>Number of Business in Industry Team Leadership Model (BILT) boards in place</li> </ul>	<ul style="list-style-type: none"> <li>Conduct initial audit of all units to identify existing advisory groups by September 2021</li> <li>Expanding the BILT Model to all Perkins Advisory Committees within 5 years (n= X) (still collecting baseline)</li> </ul>	<ul style="list-style-type: none"> <li>Community Advisory Committees Number – full audit not complete (11 Perkins Advisory)</li> <li>1 BILT Model Advisory Committee</li> </ul>	<ul style="list-style-type: none"> <li>Industry partners for BILT</li> <li>Personnel to oversee on-going community advisory group audit cycle</li> <li>Personnel to train and deploy BILT Process</li> </ul>	Rosann, Eileen					
2.3f	Strategically expand Prior Learning Assessment opportunities.	<ul style="list-style-type: none"> <li>Complete Audit of Existing programs by 8/21.</li> <li>Initial PLA Webpage will be completed by Dec. 21</li> <li>3 existing academic programs will be evaluated each year as part of the program evaluation cycle</li> <li>3 new academic programs will be developed in a two-year cycle that may include prior learning assessment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Audit existing prior learning assessment opportunities (CLEP, AP, DSST, Portfolio Evaluation, Articulation, OCVTS Artics, Challenge Exam).</li> <li>Develop and deploy a Prior Learning Assessment Webpage with all opportunities and procedures identified and linked to appropriate related webpages (i.e. Guided Pathways, WPE, etc.)</li> <li>Expand prior learning assessment opportunities in existing degree programs through development of stackable credentials and review for testing opportunities (i.e. CLEP, DSST, TECEP), non-credit to credit bridges</li> <li>Intentional development of non-credit to credit bridging and stackable learning opportunities (industry valued credentials, training)</li> </ul>	<ul style="list-style-type: none"> <li>0 PLA Webpages</li> <li>10 Academic programs with PLA possibilities</li> <li>0 New programs with intentional prior learning assessment opportunities considered</li> </ul>	<ul style="list-style-type: none"> <li>College Relations</li> <li>Advising</li> <li>Professional Development for Faculty and Deans</li> <li>Academic Affairs</li> <li>WPE</li> <li>Other stakeholder groups, i.e. high schools, employers, advocacy groups (private or governmental)</li> <li>Enrollment Services/HUB (Adult Student Recruitment)</li> </ul>	Amir, Kate, Eileen					
2.3g	Identify, develop, and communicate pathways for stackable credentials	<ul style="list-style-type: none"> <li>Three existing programs will be evaluated each year to identify stackable credentials for an increase of 5% each year.</li> <li>A two-year needs assessment cycle will yield 3 new programs with possible stackable opportunities</li> <li>Target Date for web page development for PLA: 1/22; Target date for soft roll out: 6/22</li> <li>Target Date for Guided Pathways webpage: Development: 6/22; Implementation: 6/23</li> </ul>	<ul style="list-style-type: none"> <li>Identify new programs for stackable credentials through the program evaluation cycle and the new program development process.</li> <li>Development and implementation of Guided Pathways pages.</li> <li>Implementation &amp; development of PLA Webpage with links to WPE stackable programs &amp; identified industry recognized credentials/apprenticeships</li> </ul>	<ul style="list-style-type: none"> <li>PLA Webpage does not exist.</li> <li>Guided pathways pages do not exist.</li> <li>Program evaluation does not include assessment for stackable credentials.</li> <li>Needs assessment cycle started 21.22</li> </ul>	<ul style="list-style-type: none"> <li>College Relations (GP &amp; PLA)</li> <li>Possible personnel resources needed to enact these initiatives</li> <li>P/T Data Analysis person (grant funded)</li> </ul>	Kaitlin, Susan, Eileen					



Objective 3.1: Create and sustain a highly effective work environment								Owner(s): Tracey Donaldson			
Initiatives	Description	Measure	Target	Baseline	Resources Needed	Unit(s)/Owners	Year 1 Progress Update	Year 2 Progress Update	Year 3 Progress Update	Year 4 Progress Update	Year 5 Progress Update
3.1a	Improve the Talent acquisition process and the College's ability to attract rich, diverse candidate pools	New ATS and employee Talent Management System purchased and implemented.	1-Jul-22	People Admin is current ATS and Talent Management System.	Purchasing, HR, IT	Purchasing- M.Banner HR- J.Damore, C. Dubitsky, IT - as assigned					
3.1b	Enhance Training and Organizational Development function to corral cross-campus initiatives into a central depository for richer and more connected programs, enhanced, self-owned career-building and increased ability to advertise, deliver and assess offerings	Purchase and implementation of Employee LMS to house and drive a central depository of faculty/staff training and development	1-Jul-22	Currently there is no employee LMS.	Purchasing, HR, IT, Academics, eLearning	Purchasing- M.Banner HR- J.Damore, C. Dubitsky, IT - as assigned, Academics- as assigned, eLearning - E. Daniels					
3.1c	Streamline outdated HR processes	Updated outward facing HR processes.	1-Jan-23	Inventory of all current HR Outward-facing processes.	HR, IT, potentially other departments for specific processes	HR - L.Gruber, T. Donaldson					
3.1d	Increase understanding and transparency of available benefits and compensation structures	Salary structures made available on intranet. Informational sessions on compensation and benefits.	1-Oct-21	Aug-21	HR Staff	HR-A.Tipton, C.Appleby					
3.1e	Simplify Performance management process for 100% on-time completion	Utilize new Employee LMS to house and drive an improvement performance management system.	1-Jan-24	People Admin is current LMS and Talent Management system.	Human Resources, IT, Vendor	Human Resources - J.D'Amore, T. Donaldson					
3.1f	Develop and implement more accessible rewards and recognition programs	Re-establish W.O.W. awards with Team WOW - OR another program	1-Jul-22	Fall 2021-WOW program suspended	All areas	Reconvening of R & R Task Force from Winter 2019					
3.1g	Highlight/Improve internal college relations	Test various ways of expanding communications and engagement w/EEs	Throughout Strategic Plan - 2026	Fall 2021	Small EE advisory group w/ HR and CR	CR - J.Kirsten, HR - T.Donaldson					

Objective 3.2: Advance our use of technology and information								Owner(s): Alexa Beshara-Blauth and JR Ross			
Initiatives	Description	Measure	Target	Baseline	Resources Needed	Unit(s)/Owners	Year 1 Progress Update	Year 2 Progress Update	Year 3 Progress Update	Year 4 Progress Update	Year 5 Progress Update
3.2a	Perform technology audit in collaboration with Purchasing and establish a process for assessing the adoption of new software and technology										
3.2b	Inform and increase awareness for technology and encourage effective adoption										
3.2c	Improve data reporting systems including tools, dashboards, and warehouse	# new dashboards created; # of unduplicated users accessing dashboards	10; TBD	5; baseline being established for # users	IT resources	Alexa, Mary, Joe, Anthony Jordan					
3.2d	Empower end users to generate information reports and turn data into more meaningful information	It is easy for me to run my own data reports	48.70%	75%	N/A	Alexa, Mary, Joe					

Objective 3.3: Optimize the use of our campus facilities										Owner(s): James Calamia, Sara Winchester, Amir Sadrian, Stefan De	
Initiatives	Description	Measure	Target	Baseline	Resources Needed	Unit(s)/Owners	Year 1 Progress Update	Year 2 Progress Update	Year 3 Progress Update	Year 4 Progress Update	Year 5 Progress Update
3.3a	Establish baseline of space utilization	Data base with the number & percentage of occupied vs vacant classrooms	Fall 2021	NA	Install, upload data and implement 25 Live Analytic Module	Stefan, Amir, Jim, Sara					
3.3b	Develop process for better aligning facilities space with finance	Class enrollment per class/course	Jan-22	NA	Install, upload data and implement 25 Live Analytic Module	Stefan, Amir, Jim Sara					
3.3c	Evaluate the process for scheduling classes, modify as appropriate, and develop SOP to ensure efficiency and facilities maximization.	Report on class scheduling; written SOPs on scheduling efficiencies	22-Jan	NA	Install, upload data and implement 25 Live Analytic Module	Amir, Sara					

Objective 3.4: Ensure effective policies and practices are in place and that employees are aware of them										Owner(s): Connie Bello, Tracey Donaldson, Sara Winchester	
Initiatives	Description	Measure	Target	Baseline	Resources Needed	Unit(s)/Owners	Year 1 Progress Update	Year 2 Progress Update	Year 3 Progress Update	Year 4 Progress Update	Year 5 Progress Update
3.4a	Review and update College Policy and Procedure #2310 and the process utilized for developing new policies and revising current policies.	Revised College Policy and Procedure #2310 approved and published in P & P Manual.	15-Dec-21	Policy #2310 is out of date and in need of review.	Assigned and appropriate campus personnel to review and revise.	HR-T.Donaldson PO - C.Bello					
3.4b	Identify, prioritize, and update outdated policies	Count of policies reviewed each year	100% policies reviewed by end of 5 years; 20% each year	265 total College policies to be reviewed and/or revised	Assigned and appropriate campus personnel to review and revise.	Area VPs assigned to oversee policy categories; specific policy work to be delegated as appropriate					
3.4c	Develop and implement a plan to ensure awareness of policies and procedures as well as easy access to them by the College community	Plan in place and executed by fiscal year end FY22.	30-Jun-22	Begin with inclusion in new hire orientation and regular reminders in eMagazine and other appropriate venues.	Assigned personnel from College Relations and Human Resources	Tracey Donaldson, Lisa Gruber, Jan Kirsten					



Goal 4: Expand relationships with external stakeholders													Owner: Jan Kirsten & Ken Malagiere	
Goal KPI	Key Performance Indicator	Baseline	2026 Target	Target Context	Y1		Y2		Y3		Y4		Y5	
					Target FY2022	Actual	FY2023	Actual	FY2024	Actual	FY2025	Actual	FY2026	Actual
1	Establish quarterly stakeholder communication meeting with panelist and participants	0	20 total meetings		4		4		4				220,494	
2	Measurement of connectivity between multiple college divisions and individual stakeholders - <b>Existing</b>	establishing baseline in FY2021	10% increase annually		increase 10% over baseline									
3	Measurement of <b>new</b> stakeholders and innovative partnerships	0	20											

Objective 4.1: Collaborate across the college to promote positive stakeholder communication and cultivation.													Owner(s): Kim Malony	
Objective Performance Measure	Baseline	2026 Target	Target Context	Y1		Y2		Y3		Y4		Y5		
				Target FY2022	Actual	FY2023	Actual	FY2024	Actual	FY2025	Actual	FY2026	Actual	
1	Awareness of the committee and process	establish baseline in FY2021 via survey (must define survey pool)	set target after results are in											
2	Campus wide participation in quarterly review meetings.	Establish Baseline of original Committee members.	set target after initial committee is confirmed.	Goal is have each College division represented as a panelist while inviting all interested parties to join as viewers										
Objective 4.2: Connect with local and extended community supporters.													Owner(s):	
1	Increase number of external participants in college programs, including but not limited to: Grunin Center and Planetarium Audience, Foundation Events, Art installations and audited classes.	Establish Baseline of current average attendance/ Participation numbers for the past 2 Fiscal years with in person events.	set target by June 30, 2021											
2	Increase in gross number of supporters providing meaningful gifts to the Foundation and College Directly.	Establish baseline of gifts \$1,000 or more each fiscal year on each constituent record	set target by June 30, 2021											
Objective 4.3: Explore new and innovative partnerships.													Owner(s):	
1	Refer to goal KPI 3- Measurement of <b>New</b> Stakeholders and innovative partners.	0	20		2		3		5		5		5	

Objective 4.1: Collaborate across the college to promote positive stakeholder communication and cultivation.									Owner(s): Kim Malony		
Initiatives	Description	Measure	Target	Baseline	Resources Needed	Unit(s)/Owners	Year 1 Progress Update	Year 2 Progress Update	Year 3 Progress Update	Year 4 Progress Update	Year 5 Progress Update
4.1a	Establish a Cross College Committee on Stakeholder engagement to foster sharing of data and knowledge between college teams	Committee has been established - monthly meeting schedule	Move to quarterly meeting 2021	n/a	n/a	Ken M & Jan K.					
4.1b	Establish a baseline of current community stakeholders	Existing database	1/21/2021	Total 3711	database	Kim M. and Data Manager					
4.1c	Review College's existing Stakeholder communication strategies and methods.	n/a	4/5/2021	n/a	Guiding Coalition Objectives	Ken M & Jan K.					
4.1d	Implement a SOP for engaging external stakeholders	Provide talking points to committee	Beginning 9/1/2021 - on going	n/a	Existing stakeholder/committee training	Ken M., Jan K. & Kim M.					
4.1e	Streamline processes and data collection	Completed/Form	3/20/2021	n/a	n/a	Kim M. and Data Manager					

Objective 4.2: Connect with local and extended community supporters.									Owner(s):		
Initiatives	Description	Measure	Target	Baseline	Resources Needed	Unit(s)/Owners	Year 1 Progress Update	Year 2 Progress Update	Year 3 Progress Update	Year 4 Progress Update	Year 5 Progress Update
4.2a+A11:II	Link and deepen existing relationships through established communication strategies and methods.	Increase stakeholder relationships across divisions	10% annually	Action tracking in RE or division Current Database.	Existing School or College Team database, RE Database	All Schools/All Divisions.					
4.2b	Identify key community stakeholders not presently engaged with OCC	New "meaningful" relationships with Divisions	20	Total of Stakeholder Submission Forms received w new or updated relationship detail	RE Database and previous division database.	All Schools/All Divisions.					
4.2c	Engage identified stakeholders through the newly designed SOP in 4.1	Review of stakeholders pending 4.1.d	Review of quarterly submissions from Committee	n/a	RE Database	All Schools/All Divisions.					

Objective 4.3: Explore new and innovative partnerships.									Owner(s):		
Initiatives	Description	Measure	Target	Baseline	Resources Needed	Unit(s)/Owners	Year 1 Progress Update	Year 2 Progress Update	Year 3 Progress Update	Year 4 Progress Update	Year 5 Progress Update
4.3a	Establish a baseline of existing innovative partnerships	College partnerships beginning 2021	Jun-21	2021	Ken M., Jan K.current division databases and PLT	All Schools/ All Divisions					
4.3b	Empower teams throughout the college to explore new partnerships using the SOP for new stakeholder engagement	On going quarterly committee meeting and stakeholder engagement training	Start date: 9/1/2021 - on going	n/a	Ken M., Jan K.current division databases and PLT	All Schools/ All Divisions					



## Board of Trustees

### RESOLUTION

**WHEREAS,** National Addiction Professionals Day, recognized this year on September 20, 2021, is part of National Recovery Month established by the NAADAC, the Association for Addiction Professionals, to commemorate the vital work that addiction professionals do on a daily basis; and

**WHEREAS,** NAADAC is the largest membership organization for addiction-focused professionals and represents the professional interests of more than 100,000 addiction counselors, educators, and other health care professionals in the United States and abroad, 5,000 of whom are actively working in New Jersey; and

**WHEREAS,** Addictions Professionals Day aims to increase awareness and understanding of mental health and substance use disorders as well as to celebrate individuals in recovery; and

**WHEREAS,** addiction professionals provide compassion, commit to provide quality care, and instill hope in individuals and families as they encourage a path toward successful long-term recovery; and

**WHEREAS,** addiction professionals have expanded their services during the COVID-19 pandemic as addiction and recovery received more national exposure than ever before;

**NOW, THEREFORE, BE IT RESOLVED,** that the Ocean County College Board of Trustees recognizes the importance of and need for addiction professionals through the development of addiction-focused certificates and programs as well as acknowledges and supports the tireless work of addiction professionals to improve lives through prevention, treatment, and recovery.

*Adopted: September 23, 2021*

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Stephan R. Leone  
Secretary

**REQUIRED REPORTING STATISTICS**

Board of Trustees Meeting *September 23, 2021*

The following has been prepared for presentation to the Ocean County College Board of Trustees, for its regular meeting. This report consists of all offenses defined as reportable crimes under the federal Jeanne Clery Act, fires, and other emergencies, which occurred on campus during the reporting period of **Aug. 24th thru Sept. 17<sup>th</sup>, 2021**

1.) A count and classification of all criminal incidents (defined as reportable crimes under the federal Jeanne Clery Act) which occurred on campus and which were recorded by campus security, campus security authority (CSA) or local police departments.			
DATE	CRIME	SUMMARY	STATUS
Occurred: Reported:		NOTHING TO REPORT	
Occurred: Reported:			
Occurred: Reported:			
2.) A list of campus alerts, threats or emergencies which occurred on campus			
DATE	ALERT/THREAT	SUMMARY	STATUS
Occurred: Reported:		NOTHING TO REPORT	
Occurred: Reported:			
Occurred: Reported:			
3.) A count and classification of all fire incidents which occurred on campus and which were recorded by campus security and local fire departments.			
DATE	FIRE INCIDENT	SUMMARY	STATUS
Occurred: Reported:		NOTHING TO REPORT	
Occurred: Reported:			

RESPECTFULLY SUBMITTED: *John A Lopez*