

THE YOUNGTOWN EDITION

COUNTY COLLEGE OF MORRIS' AWARD-WINNING STUDENT NEWSPAPER

Full-time faculty starts semester sans contract

BY BRETT
FRIEDENSOHN
Editor-in-Chief

Full-time faculty returned to the classroom without a contract as negotiations between the Union and college management failed to strike a deal before the Thursday, Aug. 30 expiration date.

The last contract expired the day before the fall semester started.

As per prior agreements between both parties, negotiation details are confidential while negotiations are ongoing.

Among the top concerns for the Faculty Association of County College of Morris (FACCM), a New Jersey Department of Education affiliate, is the decline of health care benefits for faculty. FACCM member chair and negotiation team member and communication professor at CCM David Pallant said that when he started at the college eight years ago, he paid no money for CCM's faculty health benefits, but now, his contributions are outpacing his raises.

"The past few negotiations, I'd say the past 10, 15 years, the faculty have really taken a hit, and some of it is statewide, and some of it is also local to CCM," said Pallant, in an April interview. "So that's the struggle factor, not just at CCM but at other places. We need to see something level off where we're not losing something every year. And that's what we'll be working on."

Communication Department

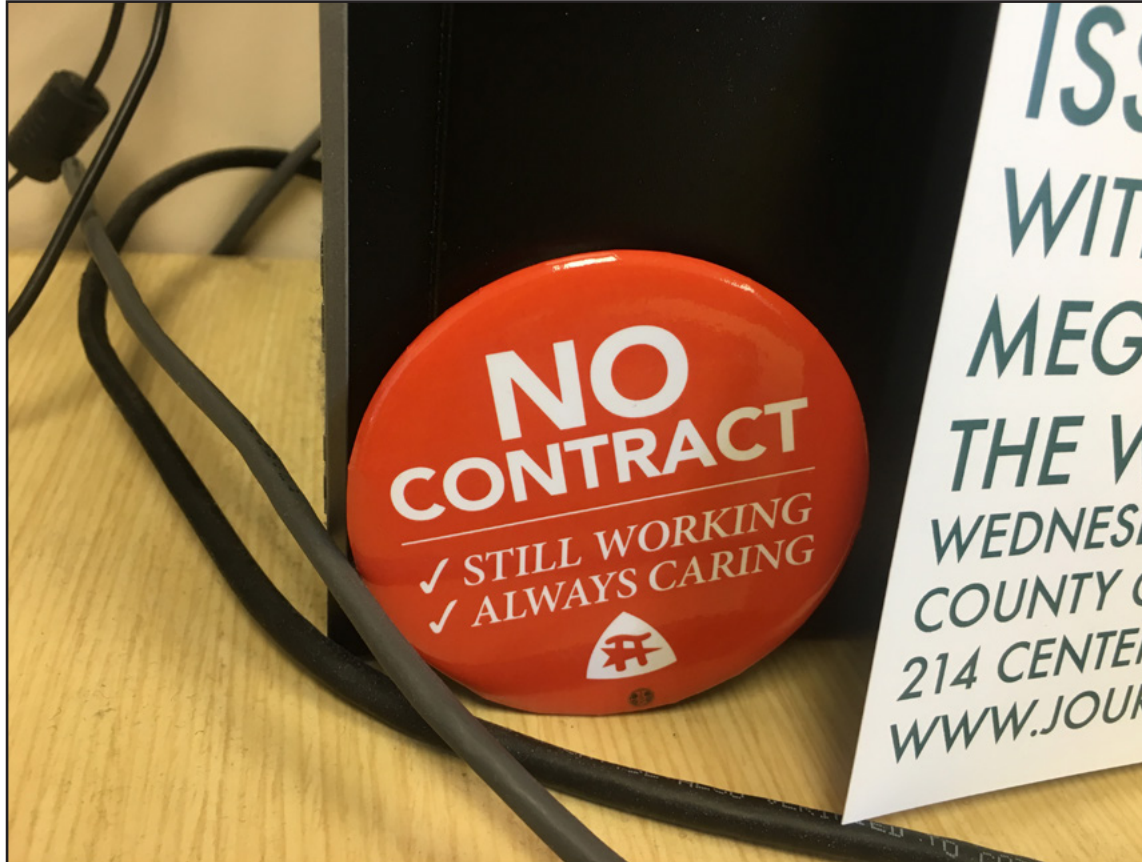


PHOTO BY BRETT FRIEDENSOHN

A New Jersey Education Association button rests on a desk in the English department office.

ment Chair Dr. Matthew Jones, a FACCM member and president of CCM's chairpersons and assistant chairpersons union, said that he was concerned about the widening pay gap between administration and faculty as certain members of the college's administration have been awarded raises in recent years.

"For the health of the culture at the college, I think it's important for people to sense that there's a degree of equity and fair-

ness," Jones said. "The faculty, the staff, the support staff that is, they do a great deal, that's an understatement, a great deal to keep this college running. Yes, senior administrators and administrators in general are responsible, and it's their job to provide leadership. But it's very difficult, I think, to rationalize that kind of a gap in pay equity in terms of percentages of raises ... You have to look a little bit, anyone who knows about statistics knows you have

to look a little bit deeper than just the initial, 'What's the mean salary there?' People who have been here for a very long time are making good money. There is a section right there in the middle that are really lagging behind. Newer faculty, mid-career faculty are really lagging behind their counterparts in similar institutions."

Jones also said that both parties on the negotiation table share liability in the state of this pay gap.

"I don't for one minute think that this is something that's a consequence of malicious plotting," Jones said. "It's just something that happened that both sides share responsibility for. Over the past 10 years, has FACCM done everything right and been as vigilant? No, of course not, but it shouldn't be a process of gotcha. It shouldn't be a process of, 'Let's take advantage now.' It should be a process of, 'What's healthiest for the school?'"

CCM's Vice President of Human Resources and Labor Relations Thomas Burk said that while the faculty union contracts are negotiated in his department then approved by the board of trustees, the board approves the contracts of managers, a title designated to approximately 40 administrative employees including himself, without negotiations.

"The board typically is very cognizant in what is the typical settlement of the unions and stay in line with that for the management," Burk said. "So for example, July 1 [2018] is the start of the new fiscal year. The board awarded salary increases for management of two and a half percent. So if I were the union going into contract negotiations with the college, I would have that number in mind as probably in the ballpark of what to expect as the college's offer in the bargain. It doesn't always work that way. It's a subject of negotiation,

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Nursing program receives record-breaking \$976,000 donation

BY DEANNA ROMA
News Editor

County College of Morris accepted its largest donation in school history when the estate of Dominic and Catherine Bencivenga granted \$976,000 to the college's nursing program on Monday, April 16.

This grant brought the family's total donations to CCM to more than \$1 million.

The donation was given in memory of the Bencivengas' deceased children and former CCM students Gary and Cathy Jo. The latter was a registered nurse at Dover General Hospital which has since changed its name to St. Clare's Dover Hospital. The donation was used to provide scholarships to the college's nursing students and assist in the success of future CCM nursing program graduates with the Gary and Cathy Jo Bencivenga Memorial Scholarship.

The CCM Foundation, which was established in 1987, helps raise funds for college programs,

scholarships, and staff development for other projects that are not funded through tuition and the public money.

"The Gary and Cathy Jo Bencivenga Memorial Scholarship is vital to our students' success in completing their nursing degrees," CCM President Dr. Anthony Iacono said in a press release. "As a leader in health and allied sciences, CCM prepares students to go on to achieve extraordinary achievements in nursing at some of the finest medical institutions throughout the State of New Jersey and nationally."

The foundation's Board of Directors Chair William McElroy said that he was thankful toward the family for its gift.

"The CCM Foundation has been the cornerstone of philanthropic giving to the County College of Morris," McElroy said. "Today, through this historic gift from the Estate of Mr. and Mrs. Bencivenga, we are positioned to begin our 50th Anniversary celebrations with strength and gratitude for all who have come



PHOTO COURTESY OF FACEBOOK

One of the namesakes of the CCM nursing program's new scholarship worked at Dover General Hospital, now Dover General Hospital, now Dover St. Clare's.

before us and for all who will join our efforts in offering CCM the support it needs to fulfill its mission."

Bencivenga estate trustee Beverly Brown said that Gary and Cathy Jo held their CCM alumni status with esteem.

"Gary and Cathy Jo attended CCM and Dominic and Catherine sought to provide a legacy in their children's honor," Brown said. "Catherine was a registered nurse at Dover General Hospital and took great pride in how the nursing program has become one

of the most sought after majors at CCM. Dominic and Catherine always viewed CCM as a philanthropic priority and in their planning for when they were no longer here; CCM was the place they knew their gift would have a lasting impact."

Roving Reporter: *What will you be doing to celebrate CCM's 50th anniversary?*



Dhruva Desei

"Appreciating the convenience of CCM."



Ryan Spicka

"I didn't even know about the anniversary, but appreciating the fact that CCM is a good college."



Chirag Patel

"Appreciating how convenient CCM is."



Lianna Del Corpo

"I've decided to join the school newspaper and pop bottles of champagne!"

CONTRACT

CONTINUED FROM PAGE 1

but whereas faculty salaries are negotiated, management salaries are set by the board of trustees."

Burk said that less contentious issues such as assessment outcomes are discussed early in the bargaining process while pay issues are argued later on.

"You don't come to work here to get rich," Burk said. "I don't know how else to put that. It's always a tug of war between what the expectations are of the union and what the college is capable of providing. So that's usually the last issue that gets resolved in the bargaining."

He also said that states' division of pensions and benefits' provisions regulate what the college can provide with regards to health care.

"The health benefit plan is a state plan, so at the negotiation table, we don't negotiate over, 'This will be covered; that won't be covered; that's all in a plan designed by what the state has created,'" Burk said. "Up until, probably this was like eight years ago now, there was no contribution by the employee for their health benefit plan, and then, the state implemented a contribution,



PHOTO BY ALEXA WYSZKOWSKI

English and philosophy professor Dr. James Capozzi sports a New Jersey Education Association button.

a partial contribution, towards the premiums for the health insurance. And it actually phased

in over four years. So there are different choices of health plans. Some are more expensive; some are less expensive. There's also different levels of coverage, so if you only have to cover yourself, that's a lower premium. If you have to cover a family, that's a higher premium."

In 2011, former Governor Chris Christie signed Chapter 78, a bill which, according to the NJEA, requires public employees to pay a percentage of their health care costs. In its 2016 press release, "Local associations negotiate Chapter 78 relief," the association says that this contribution always is above 1.5 percent of a given employee's base salary but can reach up to 35 percent.

"Around 2010, Governor Christie, with a stroke of a pen, changed the structure of the entire benefits package for all state employees, which included teachers and others at this college," said music professor Joe Bilotti, a current FACCМ member and union president from 2011 to 2013. "For

the next few years, he then bullied school administrators to not allow sufficient monetary raises to those employees, at the threat of pulling funding to schools that ignored his order. This resulted in an ongoing financial hardship for all professors here at CCM, of which many have not recovered today."

Two months after his January 2017 inauguration, Christie's successor Phil Murphy allocated \$50 million in state funding to community colleges. However, Pallant said in April that he is unsure if that will help faculty at CCM considering the size of the college's budget which for the 2017-18 school year which, according to board of trustees records, was approximately \$72 million.

"We don't know if we'll get it, but it looks like we will; in the end, it will probably mean for CCM \$800,000," Pallant said in April. "And that's only going into student need which is important. Students need it. But I don't think that's gonna level out our budget

so much, so that's the big debate. Will it be properly funded? And then in typical New Jersey, will we see the funding, or will it be stolen, siphoned off as it comes through for administrative costs or whatever else? So we won't know until we actually see it."

During the first week of school, some professors wore NJEA buttons pinned to their shirts which said that they were working without contracts. One of these was union secretary Dee McAree, an English professor who stepped into her new union role over the summer.

"Working without a contract has no implication on us as far as how we perform our job or our environment or anything like that," McAree said. "The button is really a way for people to know that we are in negotiations at the moment and that it's an important topic. Faculty here work very hard. We believe strongly in the process of collective bargaining. So we're hopeful that negotiations go well and that the college is receptive to supporting faculty for professionalism and hard work."

Pallant said in April that he had seen an increase of union membership since the start of 2018.

"We were dealt a bad hand at the start of this semester," Pallant said. "FACCМ's president was on medical leave, and the secretary and treasury had left the college so we needed people to step up to fill leadership and get engaged for negotiations. As the current Membership Chair, I have had my sidewalk conversations, and met with all the new faculty face to face this past year and have seen their renewed interest in FACCМ. At the first meeting of the NCT or Negotiation Council Team, we had an overflow crowd in the small FACCМ office, so much so that we needed more chairs to be brought in, the meeting lasted two hours, it probably was the largest number of people in that small office in a decade. I would say 2018 is the Renaissance year for FACCМ."

Negotiations are ongoing and the Youngtown will update the story as information becomes available.

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All students are welcome to contribute articles to The Youngtown Edition either in person or via e-mail. However, students cannot receive a byline if they belong to the organization on which they are reporting. The deadline for articles is the Monday prior to a production.

THE BEST OF THE RESTROOMS

BY MATTHEW BRISTOL
Distribution Manager

The Youngtown Satirical Research Team has spent its summer vacation prepping for another semester of transformational copy and has tackled The County College of Morris's most taboo of topics: bathrooms.

The team has wasted no effort in studying, collating, and interviewing the sum total of restrooms on CCM grounds to present our readership with what is to become the most treasured document on campus, a structured tour guide to the most remarkable bathrooms on campus.

Bathrooms will be ranked and rated subjectively according to their accessibility, level of upkeep, average traffic, and haunting index; for reasons of security, no numerical values will be given, and you will have to infer from the tone of the segment whether the bathroom in question is particularly great or an absolute derelict Port-a-John. For similar reasons, we have ensured that all references to "Haunting Index" are editorially neutral and convey no consistent report on the superiority/otherwise of a given degree of occultery.

Leading the pack are the

Horticultural Wing Restrooms, the first lavatories to have been deployed in Low Lot One Orbit, and purported to be among the finest in extraterrestrial hygienic accommodations. Whereas none of the Youngtown Satirical Researchers have been able to fund an expedition to the farthest regions of campus space, and as such we have no firsthand confirmation on whether or not these restrooms actually exist, our few and apocryphal intelligible reports from local joggers suggest that these facilities are lovely, quite spacious, untrafficked save for secretive Agro-Educational faction members and worrying bioautomation experiments, and generally solid, pleasant sanitation facilities. So long as you do not acknowledge the existence of, overgrown state of, or droning arrhythmic beeps emanating from Men's Stall #3.

The latest expeditions to the secondary lavatories- the tennis court wood cabin restrooms, proved less fruitful, but no less substantial to our understanding of the hygienic options available to the most remote sectors of our student body.

They are still being winterized just as they were during our

last expedition during the December of 2017.

Ideally, the winterizing process will be completed sometime before winter this year, such as to safeguard the providence of basic sanitation for our dedicated winter squash team, the Morris County Jötnar.

In the purview of legitimately accessible campus restrooms, the Satirical Research Team has managed to acquire confirmation from multiple professors that there are, in fact, restrooms on the third floor of the Multi-Hall Corridor, mostly in the form of professors arguing through the stall with our increasingly impa-

tient staff members that the third-floor restrooms were not, in fact, accessible in the slightest, and that contributing to the abysmal wait times of standard inter-corridor bathrooms was thoroughly preferable to trekking upstairs whenever the need arose. A crack squad of civil engineering majors was assembled to alleviate this problem by constructing an elevator to the third floor, followed shortly thereafter by a hyperloop between the three third-floor segments; following the near collapse of several support beams in the Cohen Cafeteria, the crack squad of civil engineers have been relieved of their duties and

are awaiting court-martial; the elevator has been postponed indefinitely.

Unfortunately, due to concerns of space and the Youngtown's desperate need to conceal libel from an oncoming police raid, the Restroom Rankings segment will need to be split up, and will be ending for the moment very shortly. Given the frustrating topological state of the most notable restrooms on campus, we've reached out to a member of the Satirical Research Team to review for us a reliable alternative to use until our second airing:

"I mean, Student Center loos are pretty okay."

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SEARCHING CCM



PHOTO BY BRETT FRIEDENSOHN

A gopher was caught hanging around this birdbath somewhere on campus. Do you know where? Send your answer to youngtownedition@gmail.com, and we'll print the answer and who got it right in the next issue!

FENWICK'S PUZZLE: IT'S GOOD FOR YOU

Each of the following clues leads to a phrase including the name of a fruit or vegetable.

- 1) NYC
- 2) John Steinbeck wrote about these vengeful fruits.
- 3) The star of a vaudeville act.
- 4) This pair was made to be together.
- 5) Deep in trouble.
- 6) The laziest of the vegetables.
- 7) A red-haired comedian.
- 8) Let the secret out.

ANSWERS:
5) In a pickle, 6) Couch Potato, 7) Carrot Top, 8) Spill the beans
1) Big Apple, 2) The Grapes of Wrath, 3) Top Banana, 4) Two Peas in a Pod.

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“
We were going in
competitive trying
to win.
- Nick Axelson
CCM Golfer

CCM golf wins region, conference titles, place fifth in national tournament

BY BRETT FRIEDENSOHN
Editor-in-Chief

The golf team at County College of Morris capped off a 36-1 season by sweeping both the region and conference championships and finishing the national title in the fifth seed, the highest ranking in the program's history.

This marks the first region title at CCM since softball in 2016 and the first for golf since 2007 when Morris placed eighth in the country.

The Titans clinched the top honor of the National Junior College Athletic Association Region XIX at an outing Monday, May 7 and Tuesday, May 8 when they racked up a team score of 314 at Galloping Hill Golf Course in Kenilworth, New Jersey.

They earned the Garden State Athletic Conference Championship when they scored 310 also at Galloping Hill where freshman Kyle Kepler earned the tournament's best individual score at 74.

The team then secured the fifth spot out of 12 community colleges with a score of 317 at Chautauqua Golf Club in Chautauqua, New York Friday, June 8.

CCM freshman Nick Axelson shot the 14th overall best score of the tournament at 313; he also earned a spot as an NJCAA third team All-American for the 2018 season.

"It comes down to a lot of different factors, obviously, but overall, it was just a good group of guys," Axelson said. "I mean, we really got along together well as a team. We built off each other's competition as well as amongst ourselves as well as the other teams we were facing."

Axelson also said that head coach Jim Chegwiddden kept the team focused on and committed to the sport.

"He was very much a leader for all of us and somebody that we can strive to be, like somebody that we almost want to emulate for his seriousness and doing everything the right way, no cutting corners and just really putting in the time and the effort, and that goes all the way back to preseason and the fall in just getting us into the gym, getting us a place to play schrimaches, getting us lessons with our assistant coach Mikey [Mrugal]," Axelson said. "We weren't just screwing around just having fun. We were going in competitive trying to win."

After the region title win and before nationals, Chegwiddden said that this team was his best since 2007.

"Anything below eighth is going to be a good year; anything below fifth is going to be a great year," Chegwiddden said. "I think we're going to need a lot of luck. The second thing is everyone's going to have to understand that we're going to get some bad shots. You have to get past that and just deal with what's in front of you and not worry about what's behind you. That's why I like golf so much ... It's like life. If you worry about yesterday, then you can't take care of things today, so if you hit a bad shot, and you let it affect the rest of your round, then you're going to have a bad day."

Chegwiddden said that his ability to rely on all five team members helped lead to his team's success.

"I think the fact that we had five guys that could step it up at any time, and anyone



PHOTO COURTESY OF TWITTER

CCM golf placed fifth in the national tournament at Chautauqua Golf Club in Chautauqua, New York. Left to right: Tommy Apostolico, Ricky Christensen, Ryan Ruben, Kyle Kepler, and Nick Axelson.

could step it up and be a leader this year," Chegwiddden said. "The No. 5 guy Ryan Ruban from Florida, when we were playing in the region qualifier in Hybrid Hills back on May 2, he really stepped it up, and he was the one that got us in the No. 1 seed, and then, the first day of the region tournament, we took a 10-stroke lead, and the second day, we got another 10-stroke lead. We ended up winning by 20 strokes, and Ricky Christiansen, a freshman from Little Falls, he stepped it up. At the region tournament, he placed third in the region tournament. So in the beginning of the season, Nick Axelson from Roxbury, he carried us for the first part of the year, and then, Kyle Kepler from Wharton started playing really well towards the end of the season ... And then, you had Tommy Apostolico steady throughout the whole season. He was just right around 80 all year long."

Athletic director Jack Sullivan said the team would have likely improved on their standing if given more time at nationals.

"They all shot better as they tournament went on, so I think if the tournament had a few more rounds, they would have even improved upon a fifth place finish," Sullivan said. "I always think passion and desire to build a quality program comes from the coaches, and they have a personal connection to the school and the program."

Axelson said he probably played his best golf last year, his senior year playing at Roxbury High School. During the fall 2017 semester, he attended Coastal Carolina University in Conway, South Carolina to play golf and study professional golf management, but when he found that he did not play as much as he had hoped, he transferred to CCM. He said the lack of golf played between high school and CCM has hindered his game, and he hopes to practice more in preparation for next season to rebound.

"I've got a lot of parts of my game that could use much improvement especially my short game," Axelson said. "I think my putting let me down a lot this year, but just playing mid-season when you're playing almost three, four times a week competing,

your game surprisingly gets so much better so fast constantly playing and putting in that repetition. I guess that's the one thing about next season is playing a lot of golf as

a team and putting ourselves in situations with pressure and experiencing that before we have to deal with that is the biggest thing, the preparation."

A photograph of three students from NJIT standing in front of a brick wall. The student in the center is a young man with curly hair, wearing a red t-shirt with "NJIT" on it. The student on the left is a young woman with long dark hair, wearing a dark blue t-shirt. The student on the right is a young woman wearing a white t-shirt and a red baseball cap. They are all smiling at the camera.

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