

# A HALF DECADE OF ENVISIONING AND SHAPING A BETTER FUTURE

2017-18

2018-19

2019-20

2020-21

2021-22

COUNTY COLLEGE OF MORRIS  
THE COMMUNITY'S COLLEGE





“CCM is so very grateful for the support it receives and the partnerships that have been established to strengthen our mission of helping people to improve their lives. One of the things I enjoy most about leading a community college is assisting with the development of relationships that make it possible for people to fulfill their dreams. The last half decade has been one of remarkable success for our students, employees and community due to the vision and commitment of our partners.” - Dr. Anthony J. Iacono, CCM President



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Student Government President Leann Benny and Vice President Peter Balluffi-Fry with Dr. Anthony J. Iacono, CCM President, at a Table of Hope food distribution event on campus.





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# ACADEMIC YEAR 2017-18



## ACADEMIC EXCELLENCE

### CCM Applauded for Its Student-Centered Environment

When the Middle States Commission on Higher Education reaccredited CCM in 2018, it commended the college on several fronts, including:

- The efforts CCM had undertaken to obtain grants to promote diversity
- The success of the Educational Opportunity Fund, Office of Accessibility Services and Tutoring Center in supporting students
- The college's student-centered environment where students feel valued and supported
- The college's website which serves as a valuable tool and resource
- The increased number of transfer agreements to provide students with a seamless pathway for earning a bachelor's degree
- A faculty that is highly enthusiastic and dedicated to teaching
- The Board of Trustees for demonstrating leadership in advancing the college's mission, vision, values and strategic plan

### Grants Office and Technology Services Enhanced

Knowing high-quality and accessible technology allows students, faculty and staff to do their best work and that grants are an essential resource for making improvements across the institution, CCM during Academic Year 2017-18 reorganized both areas.

Dr. Katrina Bell was hired as Director of Grants to initiate the changes that have brought new and additional funding to the college. Under her leadership, CCM during Fiscal Year 2017-18 was awarded more than \$1 million in grants, marking the college's most successful year in its history – a success that has continued to grow.

Information Services (IS) also was reorganized with the hiring of Rob Stirton as VP of Institutional Effectiveness and CIO. Connectivity services were upgraded, new technology was implemented in classrooms and faculty and staff offices, and software enhancements were made across campus.

### Becoming a Data-Informed Institution

Included among the improvements implemented by the IS team were initiatives to develop CCM as a Data-Informed institution. As one example, IS facilitated training sessions in JobsEQ, which provides labor market data that allows the college to better meet the needs of employers. Another improvement was the development of a Data Dashboard to provide information to better serve students, drive decision making and set the college's strategic direction.

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*The 2018 Board of Trustees at Commencement (l-r) Jeffrey M. Advokat, Esq.; George E. Dredde III; Jennie Abat (Alumni Trustee); Keith R. Raymond; Dr. Barbara L. Hadzima; Paul R. Licitra; Jack N. Frost, Jr., Esq.; and Thomas A. Pepe*



### The 50th Anniversary "Forward" Campaign

The CCM Foundation was reorganized shortly before the start of Academic Year 2017-18 with Katie Olsen appointed as Executive Director. With the college beginning the celebration of its 50th Anniversary, the CCM Foundation set the goal of reaching new levels of success and increasing the college's impact on the communities it serves. The "Forward" campaign raised over \$2.1 million, marking the most successful campaign in the foundation's history.



### NATIONAL/STATE RECOGNITION

#### A Top College for Adult Learners

In 2017, 2018 and then again in 2019, CCM was named a Top College for Adult Learners in the nation by Washington Monthly.

In making the announcement, the magazine noted that adult learners "are students who make big sacrifices of their time and resources to pursue their goals. They deserve a different kind of college: the kind that designs programs and services to ensure that returning adults succeed."



### COMMUNITY

**\$484 MILLION PLUS**

CCM's Annual Economic Contribution to Morris County  
*Impact by Industry Sector*

**\$56 MILLION**

Health Care and Social Assistance

**\$52 MILLION**

Professional and Technical Services

**\$43 MILLION**

Manufacturing

### RETURN ON INVESTMENT

**17.4%**

ROI for Taxpayer Investment

**14.5%**

ROI for Students' Education

*Emsi Economic Impact Study*



### EMBRACING ALL

#### Achieving the Dream - Building on a Record of Excellence

Based on its strong track record of excellence in education, CCM was invited to become part of the prestigious Achieving the Dream (ATD) network in Academic Year 2017-18. CCM's goal as an ATD institution has been to further affirm its mission of excellence in teaching and learning, build upon its strong foundation to increase student graduation and success rates, better assist minority and first-generation students, and to contribute to the economic health of the region and state.



# CREATING A VISION FOR THE FUTURE

More than 400 people, including local and state officials, faculty, staff, students and alumni, gathered at CCM on October 6, 2017 to celebrate the inauguration of Dr. Anthony J. Iacono as the college's third president.

Iacono began serving as president on September 1, 2016. A community college graduate, he holds a special passion for the mission of community colleges and their role in providing superior educational opportunities for diverse populations. He also believes that great community colleges are those which strengthen the local economy by helping to retain existing businesses and attracting new companies by training a skilled workforce.

During his first year as president, Iacono launched several initiatives to build upon the college's strengths. Included among them were plans for a Virtual Campus, an Advanced Manufacturing and Engineering Center, addressing the workforce needs of business and industry, and elevating the college's reputation across New Jersey and around the nation.

# DUAL MAJOR STUDENT WINS NATIONALLY ACCLAIMED SCHOLARSHIP

In 2018, Andrea Lucia Alfonso '18 was one of 10 students nationwide to receive a \$7,500 Phi Theta Kappa Hites Transfer Scholarship, the honor society's most prestigious and largest award.

While at CCM, Alfonso, a dual major in biology and engineering, also spent her time performing research at the New Jersey Institute of Technology (NJIT) in artificial tissue engineering. She presented her findings at a National Institutes of Health (NIH) conference and authored an article on her work in the Journal of Health Disparities Research and Practices. Based on her success, she was awarded an NIH-supported internship to continue her work at NJIT.

For Alfonso, whose brother and sister also attended CCM, there was no question where she would begin her college education.

"My parents and I knew this would be the right place for me because of all the support and opportunities CCM offers," said Alfonso.

Following CCM, she enrolled at Cornell University. She is now an MD/Ph.D. student fellow in the Medical Scientist Training Program at the University of Wisconsin School of Medicine and Public Health.



Trustee Paul R. Licitra presents Dr. Anthony J. Iacono with the Presidential Medallion at his inauguration as the third president of County College of Morris.

Deborah Iacono, wife of President Iacono, inspires the audience with her passion for education and her husband's vision.

U.S. Congressman (Ret.) Rodney Frelinghuysen welcomes President Iacono and communicates the impact community colleges have on our country.

Morris County Commissioner Douglas Cabana shares a few words about the impact of CCM's partnership with Morris County.



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*“My parents and I knew this would be the right place for me because of all the support and opportunities CCM offers.”*

*~Andrea Lucia Alfonso '18*



At the groundbreaking for the Advanced Manufacturing and Engineer Center (l-r) CCM Trustee Chair Paul Licitra, Commissioner Director Douglas Cabana, Commissioner Stephen Shaw, Commissioner Deputy Director Heather Darling, Commissioner Kathryn DeFillippo, Commissioner Thomas Mastrangelo, Assemblywoman BettyLou DeCroce, Assemblyman Anthony Bucco, CCM President Anthony J. Iacono, CCM Trustee Vice Chair Thomas A. Pepe.

## A NEW FOCUS AND COMMITMENT TO WORKFORCE DEVELOPMENT

CCM, in Academic Year 2017-18, strengthened its academic programs and relaunched its workforce development program in close partnership with business and industry.

The college launched its new Center for Workforce Development (WFD) to educate individuals for successful careers in business and industry. With its focus on helping people get jobs, obtain better jobs or become more effective in their current jobs, WFD connects business and industry to the community. CCM receives robust support from businesses and individuals across the region.

WFD exceeded its projections and provided a positive bottom line, contributing to the college's financial strength.

*Workforce Development student Lori Lang operates one of the machines in the college's Advanced Manufacturing and Engineering Center.*



## SUPPORTING THE CONSTRUCTION OF AN ADVANCED MANUFACTURING AND ENGINEERING CENTER

In 2018, the college announced that with funding from the Morris County Board of County Commissioners, legislative assembly members and community donors, it had developed plans to construct a state-of-the-art Advanced Manufacturing and Engineering Center. Plans for the center were developed to meet

the evolving needs of employers and to provide students with good-paying career options. The manufacturing industry in Morris County serves multiple sectors including pharmaceuticals, metals, plastics, production, technology and scientific instrumentation, according to the Morris County Economic Development Corporation.

# ACADEMIC YEAR 2018-19



## ACADEMIC EXCELLENCE

### Celebrating 50 Years

The college's 50th Anniversary kicked into high gear during Academic Year 2018-19.

In celebration of the college's opening in 1968, a Titan Weekend extravaganza took place in May. The celebration opened with a Titans Ball with many attendees dressed in clothing from the 1960s. Next was the Titus Birthday Party, marking the naming of the college's mascot a year earlier. This event was a community festival that featured planetarium shows, cupcake decorating, live music, a barbecue and a range of other activities. Concluding the celebration was the Titan Trot 5K.



### Congresswoman Mikie Sherrill Tours CCM

Interested in learning more about the high-quality education CCM provides to prepare the workers of today and tomorrow, Congresswoman Mikie Sherrill toured CCM early in 2019.



"It's a pleasure to learn about all the new and innovative things that are going on at County College of Morris. I'm so proud to represent a district that includes CCM," said Sherrill.

At CCM, Sherrill was provided with tours of the college's Engineering and Nursing labs, Media Center, Art Gallery and Music Technology Center. Wrapping up her visit, Sherrill spoke with student leaders about state and national issues.

*Top Photo: At the Titus Birthday Party, CCM employee Kelly Meola and her family enjoy meeting with the college's mascot.*

*Bottom Photo: Winner of the 5K Titan Trot Richard Williams (center) with (l-r) CCM President Anthony J. Iacono, Williams' mother Pam, a CCM employee, his father Richard and Katie Olsen, Executive Director of the CCM Foundation.*



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“It’s places like CCM that are at the forefront of the new economy.”

Mikie Sherrill, Congresswoman, 11th District



### Animation Degree Taps into Exciting Career Opportunities

To provide students with a pathway to take advantage of the growing demand for multimedia artists and animators, CCM in Fall 2018 launched an AFA degree in Animation. The degree allows those with a passion for animation to pursue careers in a wide range of fields, including gaming, movies, television, video and YouTube.



### NATIONAL/STATE RECOGNITION



### The 2018 Northeast Professor of the Year

Venancio “Venny” Fuentes, then Professor and Chair of the Department of Engineering

Technologies & Engineering Science, was selected as the sole recipient of the Association of Community College Trustees

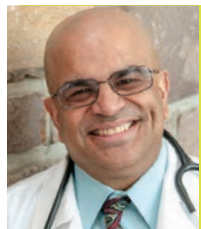
2018 Northeast Faculty Award. He was the first CCM professor to receive that award. Also in 2018, Fuentes was recognized by NJBIZ as a Leader in Higher Education with its Vanguard Award.



### A Technology Leader

Dr. Shelley Kurland, Dean of the Virtual Campus, in 2018 was presented with an NJEdge Distinguished Service Award in

recognition of her “outstanding services and exemplary contributions with the use of educational technology to advance teaching, learning and student success ...”



### Recognized for Excellence in Nursing

Dr. Vivek Agnihotri, Professor of Nursing and a CCM graduate, was presented with a 2019 Diva and Don

Award from the New Jersey Institute of Nursing for his contributions to nursing and patient care. An advocate of the importance of evidence-based practice at the bedside, he is the author of the “Effect of staffing on central venous catheter related bloodstream infections,” which led to improvements in the placement of catheters.



### COMMUNITY

### Legislative and Community Relations Breakfast

In yet another first, CCM in Academic Year 2018-19 held a Legislative and Community

Relations Breakfast as part of Community College Month in April. The well-attended event provided state and local officials and business and community leaders with the opportunity to learn about new initiatives at the college and to hear from students about the value of their CCM education.



### EMBRACING ALL

### The Dover Community Initiative

As a community college, CCM is committed to building strong relationships with the cities and towns that make up Morris County and the surrounding region.

During Academic Year 2018-19, the college launched the Dover Community Initiative to build stronger relationships for the benefit of its residents. That initiative, in turn, led to the creation of Dover College Promise to provide middle and high school students with college readiness training and support.

### Certificate Programs for Adults with Intellectual or Developmental Disabilities

In 2019, CCM launched another first when it began a Culinary Opportunity Program (COP) for adults with developmental disabilities. That program was later followed by the addition of the Horticultural Opportunity Program (HOP).

COP provides adults with intellectual or developmental disabilities with foundational skills and the opportunity to earn ServSafe certification to work in food production environments, including restaurants, cafeterias and specialty shops. Similarly, HOP prepares students for a range of work opportunities in the field of horticulture.





## THE CENTER FOR WORKFORCE DEVELOPMENT RECOGNIZED FOR EXCELLENCE

Less than a year after the college initiated its goal of becoming a respected leader in certification, certificate and other professional development programs, the Center for Workforce Development (WFD) was gaining impressive recognition.

The college was listed on the New Jersey Manufacturing Extension Program Made in NJ Honor Roll in recognition of its impact on manufacturing. Two other key state business organizations also recognized the college for excellence in preparing students to meet the needs of industry and for serving as an educational leader and valued business partner.

CCM was presented with an Industry Leader Best Practice Award by the Commerce and Industry Association of New Jersey (CIANJ), marking the second year in a row the college was awarded a CIANJ Best Practice Award. The award recognized CCM for the strength of its WFD programs and its plans to construct the Advanced Manufacturing and Engineering Center. CCM President Anthony J. Iacono served as the opening keynote speaker for the awards ceremony.

“As I like to say, CCM does great things every day, but we do even greater things with and because of our partners,” said Iacono.

The other recognition was presented to Iacono by NJBIZ, which named him to its Education Power 50 list. In announcing the award, NJBIZ praised the college’s work to provide skilled professionals for the manufacturing industry.

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*Above: CCM was presented with an Industry Leader Best Practice Award from CIANJ, marking the second year in a row the college was awarded a CIANJ Best Practice Award.*

*Right: Mike Howe, Vice President Sales and Marketing at the Knotts Company, demonstrates the Universal Robot UR3 that the company donated to CCM.*



# \$4 MILLION GRANT TO PROVIDE A NATIONAL MODEL FOR MANUFACTURING

Recognized as a leader in the education of employees for advanced manufacturing, CCM in 2019 was awarded a \$4 million grant from the United States Department of Labor to expand apprenticeship programs for the industry.

As a grant recipient, CCM began leading a consortium of New Jersey community colleges to build a network of apprenticeship programs in advanced manufacturing as part of a project called CareerAdvance USA. CCM was one of only 23 academic institutions nationwide to receive that grant.

Enrollment for the apprenticeship program targets both traditional and underrepresented populations, including the unemployed, veterans, transitioning military, women and people of color. The program at CCM has been highly successful with a 92 percent employment rate.



*“This grant award to support manufacturing apprenticeships is a great step forward for New Jersey’s knowledge economy.”*

**Zakiya Smith Ellis,**  
then New Jersey Secretary  
of Higher Education

## CCM STUDENTS RECEIVE AWARDS IN MULTIPLE DISCIPLINES

During Academic Year 2018-19, CCM students continued to demonstrate the strength of their education, excelling in competitions in multiple disciplines.

In the New Jersey Undergraduate Mathematics Competition, Gabriel Lukijaniuk and Sofii Shvaiko received several awards earning First Place for being the Highest Ranking Team from a Two-Year School. Shvaiko also earned the Top Prize for the Highest Individual Score and the Top Female Score, while Lukijaniuk’s individual score ranked third place overall. In the mid-Atlantic region, Lukijaniuk finished in 12th place out of 138 contestants at the American Mathematical Association of Two-Year Colleges Competition.

Three CCM students, Katarina A. Notarnicola, Preston C. Peoples and Yu Sun, were the recipients of the 2019 Japanese Language and Culture Study Award from the New Jersey Association of Teachers of Japanese.

At the Rutgers Business School’s Fourth Annual New Jersey County College Case Competition, the team of Chiara Totoli, Steven Czuczman, Alan Gutman, David Lozano, Genevieve Santasieri and Roberto Totoli took Third Place.

At the National Association of Landscape Professionals National Collegiate Landscape Challenge, Doug DeAndrea finished 7th overall out of 788 students and Connor Manning placed in the Top 5 Percent. DeAndrea also finished First in Maintenance Cost Estimating, 5th in Truck and Trailer Operation and 10th in Compact Track/Skid Steer Operation.



- 1. Gabriel Lukijaniuk
- 2. Sofiia Shvaiko
- 3. Katarina A. Notarnicola
- 4. Preston C. Peoples
- 5. Yu Sun
- 6. Chiara Totoli
- 7. Steven Czuczman
- 8. Alan Gutman
- 9. David Lozano
- 10. Genevieve Santasieri
- 11. Roberto Totoli
- 12. Doug DeAndrea
- 13. Connor Manning

# ACADEMIC YEAR 2019-20



## ACADEMIC EXCELLENCE

### Meeting the Need for Paramedics

When Atlantic Health System determined that more paramedics were needed to serve the region, it turned to CCM. The college's response was to design a Paramedic Science Program that aligns with the National EMS Education Standards and Scope of Practice.

### Addressing the Demand for Big Data

As data emerged as an increasingly essential tool for sound decision-making, CCM in 2020 succeeded at obtaining a \$235,000 grant from the National Science Foundation to launch Data Science Certificate programs.

"This grant is a fantastic opportunity to offer students cutting-edge courses for in-demand careers and for the college to be recognized at the national level for advancement in data science education," said Professor Kelly Fitzpatrick, Mathematics.

The college now has four programs, a credit Data Analytics Certificate and non-credit certification programs in Data Analytics and Data Visualization and an associate degree in Data Science, providing people with options that best fit their schedules. Students in the Data Visualization class are also prepared to take the Tableau Desktop Specialist certification exam.

Other new programs developed by the college during Academic Year 2019-20 were a Social Media Marketing certificate and a completely online Child Development certificate offered through the Virtual Campus.



Professor Kelly Fitzpatrick, Mathematics, who has developed several Data Analytics programs at the college, works with students in one of her classes.



## NATIONAL/STATE RECOGNITION

### Recognized for Service to First-Generation Students

The Educational Opportunity Fund (EOF) program at CCM in early 2020 received the Silver Award of Excellence from NASPA Student Affairs Administrators in Higher Education for its success in serving first-generation students. At CCM, EOF offers comprehensive, holistic support services, including an orientation on college readiness, academic counseling, mentoring and workshops on study, time management and leadership skills.

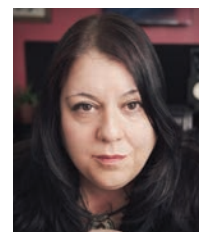
### National Organization Recognizes Teaching Excellence



Dr. Janet Eber in early 2020 was the first CCM faculty member to receive the Dale P. Parnell Distinguished Faculty Award from the American Association of

Community Colleges. Academic Year 2019-20 marked her 50th year at the college. At CCM, Eber - now retired - directed the work of 60 professors, served as chair of the Curriculum Committee for more than a decade and chair of the Academic Standards Committee, General Education Task Force and Academic Integrity Review Board. She was Interim Dean of the School of Liberal Arts three times.

### A Grammy Award



Denise Barbarita, Adjunct Professor in the Department of Music, Performing Arts & Music Technologies, was presented with a Grammy Best

Children's Album Award in 2019 for her sound engineering work on "All the Sounds."



Chief Warrant Officer Jack Ambrose, Assemblywoman Aura Dunn, Sergeant Patrick LaGuerre, Assistant Prosecutor Taylor Sharofsky, Morris County Sherriff James M. Gannon, Senator Anthony M. Bucco, CCM President Anthony J. Iacono and Reporter Bill Westhoven volunteer to assist with Table of Hope's Thanksgiving Distribution.



## COMMUNITY

### Table of Hope

In response to the food insecurity issues resulting from the COVID-19 pandemic, CCM and Table of Hope, a mobile food pantry, partnered to begin providing food distribution events on campus. The first was held in June 2020. Serving as volunteers and welcoming speakers were New Jersey First Lady Tammy Snyder Murphy, Congresswoman Mikie Sherrill, State Senator Anthony M. Bucco, Sheriff James M. Gannon, a CCM graduate, and County Commissioners John Krickus and Stephen H. Shaw. The second was held in late August and included the distribution of backpacks filled with school supplies.

posthumously recognized for his years of service to the Hockey Team as a volunteer coach and mentor to countless CCM student athletes.

and support. Participants also receive scholarships to attend CCM. Impact 100 Garden State awarded CCM \$110,000 to launch the program, which builds upon the college's mission to provide inclusive programs and services to the community.



## EMBRACING ALL

### Dover College Promise

Offering greater numbers of low-income students the opportunity to pursue a high-quality higher education, CCM in Academic Year 2019-20 launched Dover College Promise (DCP). Working with The Educational Center in Dover, DCP provides middle and high school students with college readiness training

### Assistance to Help Low-Income Parents

To increase the likelihood that low-income parents can complete their college education, CCM in 2019 succeeded in obtaining a \$71,348 grant from the U.S. Department of Education for childcare assistance. Known as Child Care Access Means Parents in School (CCAMPIS), the program seeks to reduce the dropout rate among student-parents by providing the support to help them finish their degree.

### Recognizing Those Who Have Contributed to the Success of the Titans

To recognize those who have contributed to the success of the college's athletic teams, CCM held its first-ever Athletic Hall of Fame in November 2019. Recognized were Jack Martin, who served as CCM's first Athletic Director from 1968 to 2002, and George Dragonetti, who served as CCM's first Vice President of Student Affairs from 1969 to 1990. Also recognized were several former Titans and teams. Bob Natarelli was





# UNITING TO MOVE THROUGH A PANDEMIC

As COVID-19 cases began increasing in March 2020 putting a strain on healthcare facilities, their employees and other essential workers, CCM faculty, staff, students and alumni came to their assistance. Along with providing ventilators and other essential equipment to healthcare facilities, the college community provided extensive support to assist frontline workers.



**1** When Fashion Design students at CCM learned there was a shortage of PPE for healthcare workers, they took to their sewing machines to make face masks. Their professors joined in the effort and turned the work into a class project. They soon were joined by several CCM employees. More than 200 masks were made and provided to healthcare facilities.

**2** As theaters were forced to close during the pandemic, the Department of Music, Performing Arts & Music Technologies, under the direction of Chair Marielaine Mammon, developed a number of innovative ways to keep students learning and the public provided with entertainment. From holding classes and performances outside or on Zoom, to later using clear masks for stage productions, students and the community alike benefited as the show went on.

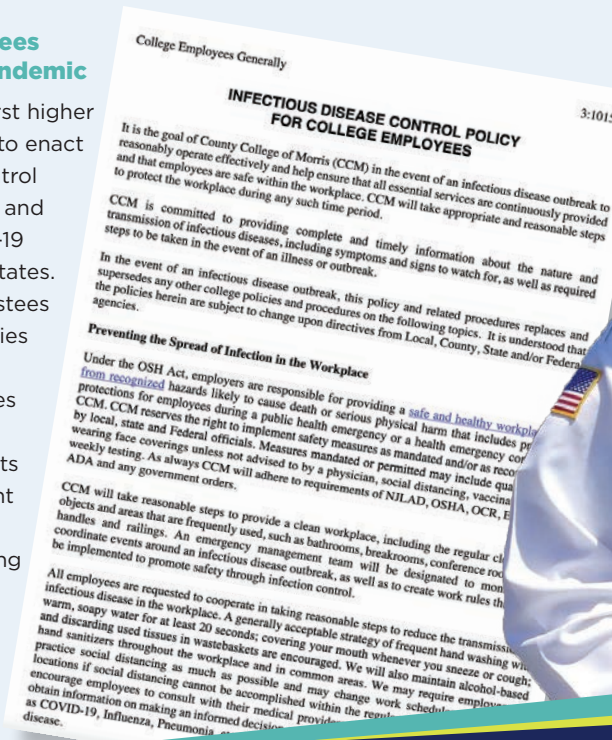


**3** Jason Bonafede '97, manager of a Starbucks in Atlanta, GA, supported his team members in making a difference during a time of need by collecting and delivering 300 pounds of coffee to EMS, fire, police and healthcare professionals at three area hospitals.

**4** Building on the effort to provide PPE for healthcare workers, Eric Pedersen, then Engineering Lab Coordinator, along with several students, got to work on the college's 3-D printers to make face shields. More than 1,000 face shields were printed, assembled and delivered to Morristown Medical Center.

## CCM Board of Trustees Responds to the Pandemic

CCM was one of the first higher education institutions to enact Infectious Disease Control policies for employees and students when COVID-19 arrived in the United States. The CCM Board of Trustees implemented the policies to protect the campus community. The policies outlined the actions employees and students should take in the event they fell ill, such as staying home, practicing social distancing and following CDC quarantining guidelines.



## Respiratory Therapy Professionals Play an Essential Role



Gracielle Fong, a professor in the Respiratory Therapy Program, worked on the front lines at Morristown Medical Center, while teaching CCM students.



Melanie New '19, a graduate of the Respiratory Therapy Program, served on the front line helping COVID-19 patients at Morristown Medical Center.

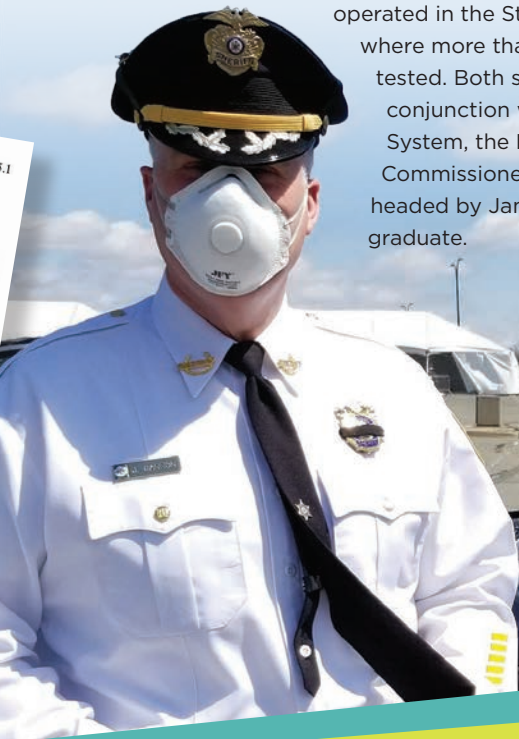


Cassidy Grady '19, Respiratory Therapy graduate, a frontline worker at Saint Barnabas Medical Center, credited CCM for providing her with the training to make a difference in the lives of patients.

"The program at CCM put my thoughts and skills to the test, and I couldn't be more grateful for my experience . . ."

## Testing Center

To support the community through the pandemic, CCM partnered with Morris County to serve as a testing center. Two testing sites were held on campus. The first, a drive-thru center in Parking Lot 1, ran from March through June 2020 with more than 8,000 residents being tested. The second, which opened in December 2020 and ran through July 2021, operated in the Student Community Center where more than 21,000 people were tested. Both sites were operated in conjunction with Atlantic Health System, the Morris County Board of Commissioners and the Sheriff's Office, headed by James M. Gannon, a CCM graduate.



## CCM Nurses Serving on the Front Lines

Included among the many CCM Nursing graduates who helped patients during the height of COVID-19 was Jeremy Friedland '19, who moved from working on the orthopedic trauma unit at Morristown Medical Center to a COVID-19 unit.



“

*"It is important to remember that we are not treating COVID patients, we are caring for husbands, wives, children and friends. The skills and knowledge taught at CCM literally prepared me and my peers to help save lives during this horrible pandemic."*

*~ Jeremy Friedland '19*

**5** During the height of the COVID-19 crisis, the Nursing department got together to bring meals to nurses at the college's clinical affiliates. Here nurses from RWJBarnabas Health hold up a sign thanking the CCM Nursing department.



**6** Director of Clinical Services for Morristown Medical Center, Beverly Natale loading respiratory equipment donated by CCM.



# ACADEMIC YEAR 2020-21



## ACADEMIC EXCELLENCE

CCM Gains a National Reputation for Excellence

Academic Year 2020-21 saw CCM earning top recognition in numerous national and state rankings, attesting to the excellence of its programs and services for students. Included among those recognitions were:

**TOP 1.8 %**

Best Community Colleges Nationwide

*Academic Influence*

**#1 FOR BEST ASSOCIATE DEGREES**

#19 on Top 50 Best Colleges in New Jersey

*Intelligent*

**#1 NATIONWIDE**

Associate in Fine Arts

*College Factual*

**TOP 10% NATIONWIDE**

Criminal Justice, Nursing, Radiography and Respiratory Therapy Associate Programs

*College Factual*

**#1 BEST VALUE**

Radiologic Technology and Graphic Design Associate Programs in Middle Atlantic Region

*College Factual*

**#1 MOST POPULAR, BEST QUALITY**

Visual and Performing Arts Associate Programs in New Jersey

*College Factual*

**#1 MOST POPULAR**

Online Business Associate Degree in New Jersey and #8 in the Middle Atlantic region, and #5 Business School in New Jersey

*Business Degree Central*

**TOP ASSOCIATE DEGREE SALARIES**

In New Jersey for Five Consecutive Years

*PayScale*

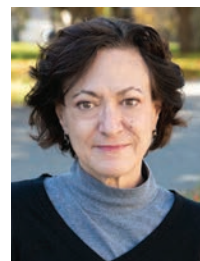


## NATIONAL/STATE RECOGNITION

### Faculty Continue to Gain Recognition



A highly respected and consistent award-winning designer, Professor Stephen H. Longo, Art & Design, in Academic Year 2020-21 won three awards in two international contests. He was presented with an Award of Excellence in the 26th Annual Communicator Awards and two Davey Awards.



Also from the Department of Art & Design, Adjunct Professor Leah Tomaino received the Bobbi Mastrangelo Environmental Art Award at the National Association of Women Artists 131st Annual Exhibition.



Other faculty receiving awards were:

- Dr. Maryam Alikhani, English & Philosophy, was presented with an Excellence in Teaching Award from the National Society of Leadership and Success.



- Professor Brian Oleksak, Chair of the Department of Landscape & Horticultural Technology, received the Distinguished Service Award from the New Jersey Landscape Association.



- Professor Deborah Poetsch, Mathematics, earned a Bright Idea Award from the Institute for Academic Excellence at Indian River State College.





### Culinary Program Ranked Top 20 on East Coast

Best Choice Schools listed CCM on its 2021 list of the Top 20 Best Culinary Schools on the East Coast. Best Choice Schools identified CCM's facilities as a winning asset, specifically the professional Dining Room and Teaching Kitchen with its individualized workstations where students gain real-world, hands-on experience.

## COMMUNITY

### Heroes and Healers

A special Veterans Day tribute was held at CCM in November 2020 featuring a drive-through Hill of Honor display of photos of everyday heroes and healers, an in-person program featuring Vice President of Human Resources Vivyen Ray, a veteran, and a candlelight ceremony at sundown.



### Bringing Diverse Perspectives

The Legacy Project at CCM focused on a range of diverse topics during Academic Year 2020-21, covering such subjects as the Asian experience, the Rwanda genocide and the disability movement. Wrapping up the academic year's programming, held virtually during the pandemic, was an evening of reflection on the Oscar-nominated documentary "Crip Camp" and a discussion with disability activist Judith Heumann, featured in that documentary.



## EMBRACING ALL

### Equity Means Access and Opportunity

As part of its commitment to serving and supporting diverse populations, CCM in Academic Year 2020-21 developed the following Equity Statement.

*Equity means the intentional design of the college experience, including the promotion of diversity and inclusion as well as the elimination of discrimination to ensure that all members of the CCM community receive what they need to succeed. An inclusive environment that provides access to and delivery of high-quality education is the right of all individuals and is imperative for a prosperous society. Accordingly, County College of Morris has an obligation to be aware of and to address issues of inequity, particularly for underserved and underrepresented populations. To achieve equity for all, County College of Morris is committed to developing and sustaining a culture, and engaging in practices, that provide appropriate support to remove barriers that limit opportunities.*



### Hispanic Heritage Month

Originally scheduled to be an in-person celebration, CCM's Hispanic Heritage Month events during Academic Year 2020-21 were transitioned to an online format, offering many the opportunity to enjoy and learn more about the culture and contributions of Hispanic and Latino Americans.

- Professors Carol Hamersma and Victor Keremedjiev played traditional music from South America and Spain.
- Mariachi Mi Serenata with Carlos Orozco, Alfredo Urbano, Eduardo Iquira, and Alejandro Correales gave a performance.
- William Gomez, a local resident gave dramatic readings of Hispanic poems as well as one of his own.
- CCM students Juan Osorio and Priscilla Ponzano performed in La Basura, a play written by Argentina's Alfredo Zemma about two people who discover love as they take out the garbage.
- Dr. Jose Bevia, Professor of Music, provided a presentation on Latin Music Styles.



# HELPING FAMILIES TO ENJOY THANKSGIVING

As the pandemic raged and many found themselves unemployed or underemployed, Table of Hope and its mobile food pantry partnered with CCM to make Thanksgiving 2020 a festive feast for families throughout Morris County.

The free food distribution event – providing turkeys and other traditional holiday foods – was the third such event to be held by Table of Hope at CCM. Also helping to make that day possible were the Morris County Sheriff's Office, the Morris County Board of County Commissioners, PSE&G, First Energy (JCPL), New Jersey Natural Gas, the Morris County Prosecutor's Office, CCM's Board of Trustees, Alstede Farm, the Morris County Chamber of Commerce and many others. About 60 CCM faculty, staff and students pitched in helping to distribute about 600 turkeys, making for a memorable Thanksgiving for many.



The founders of Table of Hope, Teresa Williams and Rev. Dr. Sidney Williams, Pastor of Bethel AME Church.

# ADVANCED MANUFACTURING AND ENGINEERING CENTER COMPLETED

Despite the many challenges that came with moving through a pandemic, CCM was able to complete its Advanced Manufacturing and Engineering Center (AMEC) on schedule and on budget.

A virtual grand opening for AMEC was held in December 2020 as a YouTube streamed presentation: [www.ccm.edu/amec/](http://www.ccm.edu/amec/). Viewers were able to obtain an inside view of the state-of-the-art facility and to hear from political officials, business leaders, faculty and students.

AMEC was constructed in response to several fact-finding sessions the college held with industry officials to determine how CCM could best meet their needs. The overriding request was for the provision of a pipeline of skilled and talented employees.

Included among the students utilizing AMEC are the apprentices CCM is training as part of a \$4 million CareerAdvance USA grant from the U.S. Department of Labor. High school students taking part in the college's Engineering Technology share time program with the Morris County Vocational School District also train on equipment in the facility. While at CCM, those students also participate in the High School Students United with NASA to Create Hardware program that allows them to produce parts for the International Space Station.



# BRINGING NEW EXCITEMENT TO THE CCM BRAND



# COUNTY COLLEGE OF MORRIS



In 2021, Donna Pepe, a CCM volunteer, helped CCM update its brand to feature vibrant new colors and a more contemporary logo to better convey the excitement and excellence that define the college. Now a Trustee at the college, Pepe served as a long-time CCM volunteer, providing the college with her expertise from a successful marketing career that included serving as the first female VP at Johnson & Johnson, as well as operating her own successful business.

## MEETING THE DEMAND FOR HEALTHCARE PROFESSIONALS

One of the many effects of the COVID-19 pandemic was an increase in the demand for skilled healthcare professionals. CCM and its Center for Workforce Development were quick to respond as new programs were launched.

### Certified Nurse Aide

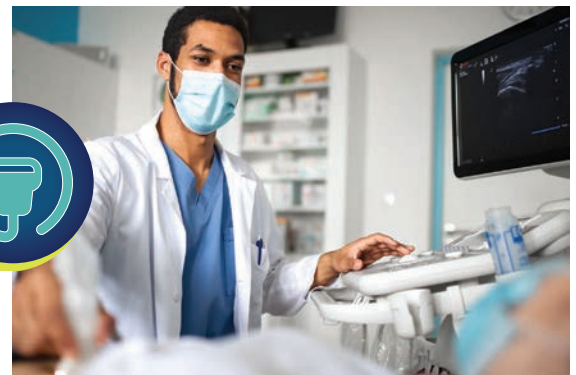
The combination of COVID-19 and the aging population skyrocketed the need for certified nurse aides (CNAs). Along with offering a CNA program, the college began an apprenticeship program that provides the same CNA core training, along with additional competencies in dementia care and medical terminology.

### Diagnostic Medical Sonography

When healthcare administrators turned to CCM to meet the growing demand for diagnostic medical sonographers, the college developed a curriculum not only to meet that need but to provide people at various life stages with flexibility. For example, those who already have a bachelor's degree and want to transition to health care can take just the medical sonography portion of the program. For certified radiologic technicians, CCM, through its partnership in the North Jersey Imaging Academy, helps them obtain the skills and certifications to advance in the areas of mammography, computed tomography and magnetic resonance imaging.

### Pharmacy Technician Apprenticeship

To address another growing demand, CCM developed a Pharmacy Technician Apprenticeship Program. Students also have the option of enrolling in this program without entering into an apprenticeship. Those who complete the program earn their certification through the Pharmacy Technician Certification Board.



# ACADEMIC YEAR 2021-22



## An Affordable Pathway to a STEM Career

With its highly recognized STEM programs, CCM in Academic Year 2021-22 became a partner on a \$5 million National Science Foundation grant to make it easier – and more affordable – for students to reach for their dreams. In partnership with East Stroudsburg University (ESU), CCM students can receive scholarships of up to \$10,400 to earn their associate degree and then up to \$20,000 to earn their bachelor's degree in a STEM field from ESU.



## A Recognized Leader in Workforce Training

CCM was one of only six community colleges nationwide selected in 2021 to participate in the New Models for Career Preparation program. Supported by a \$50,000 grant, the program is allowing CCM to develop new programs and participate in a study of employment needs. A program led by New America in partnership with the Lumina Foundation, New Models is designed to provide community colleges with methods and strategies for creating programs to meet

the needs of diverse populations, addressing workforce demand and growing their communities.

## Healthcare Students Exceed National Pass Rates

Healthcare graduates from the Class of 2020 at CCM had among the nation's highest pass rates on their professional exams, continuing the trend of CCM alumni exceeding average pass rates.

"We are extremely proud of our graduates," said Dr. Maria P. Isaza, Dean of the School of Health Professions & Natural Sciences. "Their success is a testimony of the high standards and dedication of our faculty."

The overall national average for first-time test takers of the National Council Licensure Examination exam for nursing was 86 percent for that class. CCM Nursing graduates exceed that at 93.5 percent. The overall national pass rate for the American Registry of Radiologic Technology exam was 88 percent. CCM Radiography graduates excelled at 92 percent. The overall national

rate for the Registered Respiratory Therapist exam was 67.2 percent. CCM Respiratory Therapy graduates surpassed that with a 100 percent pass rate.

## Meeting the Need for Commercial Drone Pilots

Those interested in pursuing well-paying, in-demand careers as commercial drone pilots were provided that opportunity close to home when the Center for Workforce Development at CCM launched a certification program. The Drone Pilot Certification course, which has been



leading to immediate employment for many, offers drone-flight lessons, drone-pilot readiness training and in-class preparation for unmanned aircraft certification under the Federal Aviation Administration.



## NATIONAL/STATE RECOGNITION

### A Growing National Reputation

Academic Year 2021-22 found CCM's reputation continuing to expand around the nation and across New Jersey. Included among the accolades were being ranked:

### BEST FOR TRANSFER STUDENTS

in New Jersey  
*Intelligent*

### TOP 10

Community College Nationwide  
*Lumina Foundation*

### GOOD NEIGHBOR AWARD

for the Advanced Manufacturing and Engineering Center  
*New Jersey Business Magazine*

### #1 BEST COMMUNITY COLLEGE

in New Jersey  
*Best Accredited Colleges*

### FINALIST

in the Examples of Excelencia in Education  
*Excelencia*



Vice Commander William Menzel and Emerson Crooks from VFW Post 7333 at the Opening Ceremony for The Moving Wall.



## COMMUNITY

### The Vietnam Veterans Memorial Moving Wall

When VFW Post 7333 decided it wanted to bring the Vietnam Veterans Memorial Moving Wall to Morris County to pay tribute to the ones who made the ultimate sacrifice and bring healing to the veterans, it turned to CCM to serve as the host site. The college began a partnership with the post and other volunteers to bring The Moving Wall to campus in July 2022. The college hosted a press conference to announce the plans for the project.



Vice Commander of VFW Post 7333 William Menzel, CCM President Anthony J. Iacono, Congresswoman Mikie Sherrill, Commissioner Stephen Shaw and Senator Anthony Bucco honoring our veteran community.

Providing proclamations were Congresswoman Mikie Sherrill, State Senator Anthony M. Bucco, the Randolph Township Mayor's Office and the Morris County Board of Commissioners.

### Meeting the Demand for Certified Nurse Aides

As the population in New Jersey continues to age, the demand has grown for certified nurse aides (CNAs). At the same time, about 25 percent of the households in Morris County are Asset Limited, Income Constrained, Employed (ALICE) families. To address both issues, CCM received a \$50,000 grant from the Community Foundation of New Jersey, funded by the Somerset Hills Health Foundation, to prepare ALICE individuals for careers as CNAs.

### A Creative Solution for An Historic Site in Morristown

Developing an enjoyable way for people with mobility impairments to visit historical sites was a problem solved by a team of creative minds at CCM. Visitors to The Willows, an 1854-Gothic style revival mansion at Fosterfields Living Historical Farm in Morris Township, can step back in time and explore the home. However, they need to climb stairs to reach the second floor. The solution was provided by a team of CCM professors and students. Their solution was to use 360-degree cameras to shoot high-end photographs of the second-floor rooms. The photos then were used to create a virtual reality tour.

others. Later in the semester, "The Ties that Bind" exhibition provided visitors with an opportunity to explore how race relations shaped Morris County. As part of that exhibition, the college hosted a discourse where participants were encouraged to interact with different cultures to gain a broader perspective.



Leann Benny, President of the Student Government Association, shares remarks at The Ties that Bind exhibition at the college.



## EMBRACING ALL

### Art Gallery Exhibits Encourage Self Reflection

The CCM Art Gallery was a place for insight into the varying perspectives of others during the Spring 2022 Semester. First was the "Wake Up Genius Species" exhibition featuring the work of New Jersey artists Timothy Simmons and Maria Sinatra. In that exhibition, viewers were encouraged to welcome the varying viewpoints of

### Diversity, Equity and Inclusion Officer

Continuing its commitment to providing a diverse, equitable and inclusive environment, CCM, in 2022, created a new administrative position: Executive Director of Diversity, Equity and Inclusion. The Executive Director is responsible for DEI efforts on campus, along with overseeing the college's Achieving the Dream initiatives and Educational Opportunity Fund program.

# U.S. SECRETARY VISITS CCM TO LEARN ABOUT SUCCESSFUL WORKFORCE PROGRAMS



“

“It’s really impressive what we’ve seen here. The key to success is the integration of employers and educators, and seeing how you’ve made that work is impressive.”

Pete Buttigieg  
as quoted in the  
Daily Record

Representative Mikie Sherrill and U.S. Transportation Secretary Pete Buttigieg tour the Advanced Manufacturing and Engineering Center at CCM to learn about the wide range of programs provided by CCM’s Center for Workforce Development.

CCM was honored on May 26, 2020, to host a tour and Q&A session on successful workforce development programs for U.S. Secretary of Transportation Pete Buttigieg and Congresswoman Mikie Sherrill at its state-of-the-art Advanced Manufacturing and Engineering Center (AMEC).

During the visit, Buttigieg and Sherrill toured AMEC to learn about the wide range of programs provided by CCM’s Center for Workforce Development (WFD) and the diverse populations it serves. Those populations include high school students from the college’s share-time programs with the Morris County Vocational School District, individuals participating in the college’s apprenticeship programs in advanced manufacturing and those who take advantage of WFD’s wide range of industry-recognized certificate and certification programs to get a job, get a better job or get better at the job they are in. The tour was followed by a question-and-answer information session with Buttigieg and Sherrill, moderated by President Anthony J. Iacono, with political officials, industry leaders and students in attendance.

According to a press release issued by Sherrill, the visit was part of Buttigieg’s desire to increase awareness of how community colleges, like CCM, can be supported in their efforts to build upon “their already incredible workforce development innovation initiatives.”

Along with receiving strong federal, state and county support, more than 50 manufacturing companies are partners in CCM’s pre-apprenticeship, apprenticeship and other WFD programs, providing guidance on curriculum, donations of the latest industry-leading equipment and scholarships to support students. Included among WFD’s successes are that 92 percent of those who complete the advanced manufacturing pre-apprenticeship program who want a job are placed into a position.

# VIRTUAL CAMPUS AT CCM

CCM launched its Virtual Campus (VC) during the pandemic to meet the growing needs of students. The VC continues to grow and currently serves students from across nine states and every county in New Jersey. Degrees are offered in six key areas:

- Business Administration
- Family and Education Studies
- Criminal Justice
- Liberal Arts and Sciences
- Public Health
- Radiography (Preprofessional Phase Only)

Certificate programs offered are:

- Child Development Associate (CDA) Educational Endorsement Certificate of Achievement
  - Childcare Specialist
  - Finance
  - Foundations in Business Information
  - Social Media Marketing and Communication
  - Web Development



*Dr. Shelley Kurland, Dean of the Virtual Campus, whose leadership has resulted in a robust high-engagement online learning environment.*

# ENRICHING THE EXPERIENCE OF STUDENTS WITH HONORS PROGRAM

CCM's emerging Honors program utilizes multidisciplinary learning to offer students rigorous, enhanced and experiential learning. Under the direction of Co-Directors Professor Samantha E. Gigliotti, Biology & Chemistry, and Dr. Michelle Iden, History & Political Science, the expanded Honors program provides CCM students with new outlets to develop their special talents and interact with students from other disciplines, as they also establish close working relationships with their professors and advisors.

Each semester, students present projects at the college's Honors Showcase. Recent projects presented include: "The Role of Computational Models in the Study of Neurological Disorders; using the Biopsychosocial Model in Parkinson's Disease," "Blue Jay Way - Beatles Song Deconstruction" and "Japanese Culture and the Art of Bonsai," among others.

*Professor John Williford visits with one of the students displaying and presenting their projects at the college's Honors Showcase.*



# GRANTS TO SUPPORT THE COMMUNITY'S COLLEGE

Academic Year 2021-22 marked another banner year for the Office of Grants at CCM. Included among the grants received during that period were:

**\$5.3 MILLION**

New Jersey Securing Our Children's Future Bond Act, with additional funds from Morris County, to construct an Entrepreneurship and Culinary Science Center

**\$172,500**

New Jersey Department of Labor for scholarships to support students in the Advanced Manufacturing Apprenticeship program

**\$100,000**

Lumina Foundation for Marketing and Public Relations

**\$52,080**

National Security Agency and National Science Foundation for a GenCyber Camp for High School Students

**\$50,000**

New America and Lumina Foundation to participate in the New Models for Career Preparation program

# LOOKING AHEAD...

## THE PARAGANO FAMILY FOUNDATION HEALTHCARE SIMULATION CENTER

Healthcare students at CCM soon will be able to train in a real-world medical environment when construction is completed on the Paragano Family Foundation Healthcare Simulation Setting. With a leadership gift from the Paragano Family Foundation and a total of \$457,000 raised, the center will train Nursing, Respiratory Therapy, Radiography, Paramedic, Drug Counseling and other healthcare professionals in a contextual learning environment reflective of today's hospitals. Clinical scenarios will be offered in pediatrics, critical care, emergency room, and labor and delivery. The center is slated to be completed this year.

*Above inset: Eileen Paragano '91, Foundation Board Member and philanthropist, generously gave a gift from her family's foundation in memory of her late husband N. Larry Paragano.*



## SUPPORTING THE DEPARTMENT OF DEFENSE SUPPLY CHAIN

In partnership with the New Jersey Manufacturing Extension Program (NJMEP) and supported by \$5 million in federal grants, CCM will be assisting with providing a pipeline of employees for the Department of Defense with a focus on veterans. As part of that project, a New Jersey Defense Manufacturing Community Consortium has been created to support the identification of companies and technologies to strengthen innovation and the education and training of a pipeline of employees.







## A LEADER IN CYBERSECURITY EDUCATION

A nationally recognized school for cybersecurity education, CCM is now positioned to become a premier institution for educating professionals for information technology careers. The college was awarded a \$1.6 million U.S. Department of Labor's Strengthening Community Colleges Training Grant to close the equity gaps for females and Hispanic individuals while addressing the employment needs of the IT industry, especially in the field of cybersecurity. In addition, U.S. Senators Cory Booker and Bob Menendez have secured \$720,000 in federal funding that will allow CCM to develop a regional training center. CCM was the first community college in New Jersey to be designated a National Center of Academic Excellence in Cybersecurity by the National Security Agency and the Department of Homeland Security.

# ARTIFICIAL INTELLIGENCE, VIRTUAL REALITY AND THE METAVERSE

CCM is pushing the frontiers of learning through innovative practices powered by artificial intelligence as well as virtual, augmented and mixed reality technologies. CCM professors and students have created virtual tours of The Willows Mansion at Fosterfields Living Historical Farm and Historic Speedwell. Students have also created crime scenes and used microscopes using virtual reality, as well as hosting an entire art show in the metaverse. Professors in photography, dance, and chemistry collaborated to present a dance concert using virtual reality.



*Professors Hrvoje Slovinc and Terence Duncan collaborate as they prepare for a dance concert using virtual reality.*

## BUILDING OUR FUTURE

Through generous state and county funding, as well as gifts from corporate and private donors, the CCM campus will be taking on a new look as it adds three additional facilities.

### Coming soon:

1. In partnership with the Morris County Chamber of Commerce, The Center for Entrepreneurship and Culinary Sciences will serve to expand the college's business programs and support individuals to become entrepreneurs. The college's culinary program will train executive chefs and meet the changing needs of restaurants throughout the region.
2. A 60,000 square-foot healthcare facility will be designed to expand all of CCM's current healthcare programs. The building will feature the addition of dental hygiene, dental assisting and other programs that support the region's rapidly expanding medical needs.
3. Through an innovative partnership, Morris County Vocational School District (MCVSD) will add a building at CCM providing 600+ MCVSD students the opportunity to enter its early college program.



## MISSION STATEMENT

County College of Morris is committed to excellence in teaching and lifelong learning through the delivery of exceptional programs and services to our students and to the larger community that reflect a dedication to inclusiveness and diversity, educational advancement, cultural enrichment and workforce development.

## VALUES STATEMENT

- A college offering a palette of possibilities that inspire and equip learners to navigate their future.
- A workplace where everyone has worth and the capacity to achieve and support the growth of themselves, colleagues, students and the community.
- An institution that leverages resources in support of being a premier college in the nation.
- An economic engine unleashing innovation to bring transformational change to people's lives.
- An organization where our communication generates a positive culture of clear, effective and purposeful interactions.
- A community partner cultivating a synergistic relationship with the communities we serve.

## EQUITY STATEMENT

Equity means the intentional design of the college experience, including the promotion of diversity and inclusion as well as the elimination of discrimination, to ensure that all members of the CCM community receive what they need to succeed. An inclusive environment that provides access to and delivery of high-quality education is the right of all individuals and is imperative for a prosperous society. Accordingly, County College of Morris has an obligation to be aware of and to address issues of inequity, particularly for underserved and underrepresented populations. To achieve equity for all, County College of Morris is committed to developing and sustaining a culture, and engaging in practices, that provide appropriate support to remove barriers that limit opportunities.





# COUNTY COLLEGE OF MORRIS

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