

THE COUNTY COLLEGE OF MORRIS' AWARD-WINNING STUDENT NEWSPAPER

# YOUNGTOWN EDITION

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## Contract woes: tabling, to marching, to agreement

### After 18 months, new FACCM contract on the horizon

BY ADAM GENTILE  
Managing Editor

Tensions rose between CCM and the Faculty Association of CCM (FACCM) as a recently ratified contract was tabled at the Feb. 25 Board of Trustees (BOT) meeting. At the height of the tensions, both parties were prepared to file New Jersey Educational Assistance (NJEA) complaints against each other. A special BOT meeting is scheduled for March 10, which is intended to approve the contract.

For the past 18 months, FACCM and CCM have been locked in a struggle to come to a final agreement for full-time faculty members. Last October over 100 members of FACCM attended a BOT meeting to inform the board of their working conditions at CCM.

Stories included tales of not being able to afford dental surgery, having an inflation-adjusted raise of \$48 after 10 years of working for the school and introducing new programs into the curriculum, and countless more stories of faculty members lacking financial security.

In December of 2019, the final language changes were made to the contract, according to FACCM president Dr. Jim Capozzi in a speech that he made at the Feb. 25 BOT meeting. A memorandum of understanding was signed on Jan. 10 of 2020 by Capozzi, the FACCM representative and Thomas Burk, the representative from CCM.

The memorandum of understanding was an agreement by FACCM and CCM that “the language and financial terms [of



Left: FACCM professors marching towards Henderson Hall to confront CCM's president. Right: President Iacono evacuating the College Council meeting.



PHOTO BY LUNA WROBLEWSKI

the new contract] were agreed on January 10, 2020.” The agreement also states that “FACCM will present a tentative agreement to the membership and recommend ratification as soon as possible.”

According to Capozzi's speech to the BOT, members of FACCM met to discuss the contract and review it on Jan 21. Capozzi said that FACCM sent corrections to Human Resources (H.R) two times within two weeks and this was part of FACCM's

“due diligence.” Between February 3 and 4, members of FACCM cast votes to decide whether or not FACCM would approve the contract. The contract was approved by members of FACCM by a vote of 102-5.

Weeks after the contract was ratified, Capozzi was contacted by H.R, who addressed a line in the ratified contract that said: “Faculty members are expected to attend graduation ceremonies.” Capozzi mentions that he was advised by FACCM's attorney

and NJEA that FACCM should not make any changes to the language of the contract, as it would undermine the collective bargaining process.

According to Cornell Law school, collective bargaining is the negotiation process between an employer and a union comprised of workers to create an agreement that will govern the terms and conditions of the workers' employment.

“On the advice of NJEA and our attorney, union officers were

advised to in no way adopt new language on a negotiable item that had been produced in two versions of the college's own proposals, first stricken and then deleted,” Capozzi said. “Such a unilateral change by officers would undermine the confidence of our faculty and open us up to charges of a failure in our Duty to Represent in changing explicit terms represented to our membership.”

Capozzi mentions that he

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## As Coronavirus spreads, CCM begins to prepare

BY JANNA GRASSANO  
Staff Writer

Novel Coronavirus (CoV) is a new strain of coronavirus that has not been previously identified in humans. Novel Coronavirus, now called 2019-nCoV, was first reported in Wuhan, China in December 2019.

There are currently over 90,000 cases of coronavirus and

over 3,000 deaths worldwide, with the majority being in China.

Dr. Teresa Birrer is a biology professor at CCM. She is treating coronavirus as she would the flu during this season: with regular hand washing.

“It's concerning worldwide,” Birrer said. “I'm not concerned for my personal safety here.”

According to the World

Health Organization (WHO), as with other respiratory illnesses, infection with 2019-nCoV causes mild symptoms, including a runny nose, sore throat, coughing, and fever. The infection can be more severe for some people and can lead to pneumonia and/or breathing difficulties. More rarely, the disease can be fatal.

“I read in the paper that they are actually pulling U.S. inspec-

tors out of plants in China because of [the] contagion, and so we may end up with [a] shortage of materials that we need in this country that are produced in China because we can't inspect the plants,” Birrer said. “Financially and economically, it could be an issue in the future.”

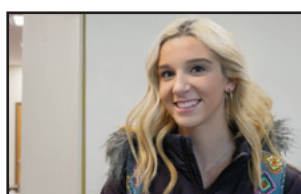
According to the Centers for Disease Control and Prevention, there are 43 confirmed corona-

virus cases in the United States as of March 2, 17 of which were travel-related, and 26 or which were due to person-to-person spread.

The WHO stated that for Novel Coronavirus, they still need to see the data and understand how transmission has been assessed.

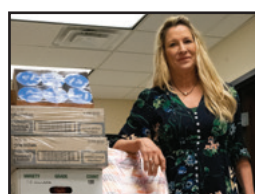
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# Counseling services available to students

BY ASHLEY AZZINARO  
Contributor

CCM is a commuter-based community college, and it has a considerable number of students who have components to their day other than going to school, such as going to and from work and taking care of family. When added to their schoolwork, these things can cause a lot of stress for students.

Gina Valente, a nursing major, said her mother is an alumna of CCM. They both believe that CCM prioritizes the services of the school, especially counseling. Valente also acknowledged the “Active Minds” posters that can be found around campus.

“I know that they’re actively trying to like cause attention to know that there are resources,” she said.

CCM offers the Office of Counseling Services and Student Success in the lower level of the Student Community Center in room 118, where they can speak with a counselor and receive support.

John Urgola, a licensed counselor at CCM, has several thoughts on the topic of mental health.

“Most people are dealing with some kind of emotional or psychological pain on a daily basis, not because they’re sick or unwell but because feeling pain is the most human thing you can do,” Urgola said. He also



PHOTO BY LUNA WROBLEWSKI

John Urgola, CCM counselor, advises a student.

explained that, often, the counselors handle a variety of cases, and that each one is unique. For the most part, the counselors are seeing students who have made appointments and are waiting their turn to speak to him about their daily occurrences, as well as to look to him or the other counselors for help.

It can be said that these counselors are hard at work, especially considering that there are only four of them for all of CCM. The counselors are trying to accommodate the shortage in

faculty, and at the same time are still trying to keep up with the flow of students.

Sporadically, professors and other faculty members will exhort students to the counseling office, or public safety will refer a student to the staff. On occasion, Urgola or the other counselors will attend to students outside of the office. They will assist the situation on the scene if public safety or a faculty member advises them of a student on campus in need of support.

When students come into the office, they may be coming in for many different circumstances.

“An acute thing that had just happened, maybe something that had just happened in class, something that is hap-

pening to them in one of their relationships, they were displaced from their home, [or] something happened off campus,” Urgola said.

Counseling at CCM provides short-term personal services for roughly five sessions and can refer a student to ongoing care, but they’ll never dismiss a student after the five sessions.

“The goal is, if that’s something a student would like, to continue counseling long term, assuming they’re not already working with a therapist, we’ll start the process of trying to refer them out much sooner than the five sessions,” Urgola said.

The counselors can also assist students applying for therapy through insurance and help them find providers in the area.

The counselors accept appointments Monday through Friday from 8:30 a.m. to 4:30 p.m., and accept walk-ins Monday and Thursday 4:00 p.m. to 6:30 p.m.

Jessie Beasley, a liberal arts and social sciences major, said she’d utilize the services of the counseling office.

“If it was something that could potentially cause someone going into crisis ... maybe I would say you know you can go here talk to a counselor get some guidance and help.”

Students can go into counseling and get guidance and help at any time they’d like. It is a service that is free for the CCM community to utilize if someone is feeling a certain way about their life and wants to talk about it with someone.

Letter to the Editor:

I wanted to clarify that what I meant to say in the last article regarding the SGA's authority in club approval was that the SGA was responsible for chartering clubs. It is not responsible for granting initial temporary status to operate. I apologize and accept full responsibility for any confusion my last, incorrect statement may have caused.

Sincerely,  
Caleb Doherty

The CCM Library will be closed the morning of Wednesday, March 18 for a staff development program, and will re-open at 1:00 p.m.

## THE YOUNGTOWN EDITION

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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 YOUNGTOWN EDITION

# letters to the editor

Letters must include the writer's full name to be considered for publication. All letters may be edited. Not all letters may be published.

Submit your letter by emailing [youngtownedition@gmail.com](mailto:youngtownedition@gmail.com)

### PSI BETA WANTS YOU!

We are inviting students to join our CCM chapter of Psi Beta, the National Honor Society in Psychology for community colleges. Psi Beta membership is a nationally recognized honor, an excellent addition to any college application or job resume, and a great way to meet peers and faculty with similar interests. You may mark your membership with special regalia at Commencement.

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# Internship opportunities from CCM

**BY LAUREN PARIS**  
Contributor

The office of Career Services at County College of Morris helps students find potential career routes for them through internships and other work opportunities. Career Services can be found in the Student Community Center room 118.

Rosemary Grant, the associate director of Career Services and Cooperative Education, provided insight about the internship program.

"Applying for internships through our CCM page is very effective if a student is looking for an internship, or even a part-time/full-time job," said Grant. "Our database offers immense programs that will fit any student's interests. Faculty, such as myself, also work with students on making their resumes look more professional, so an employer can easily figure out what kind of experience the student has, along with what their strengths are. Through our internship program, students have the ability to send a direct call or email to employers they are interested in, and will obtain a response within one to two weeks of reaching out."

Students are given the opportunity to take their careers a step further by gaining field experience within various companies.

So, considering this, whether or not the students go to a four-year school to receive a bachelor's or master's degree, they will still have on record the experience and knowledge they are able to bring with them to a good school.

Additionally, on the "Student Life" page at <https://www.ccm.edu/>, there is a "Career Services" folder, and this folder includes information about job postings, job fairs, recruitment, internship programs, etc. Students can go into the "Job Postings" folder in order to see who is actively hiring, or they may try the internship program through the school, in which some of the programs offer college credits. In order to be able to see which companies are actively hiring, all that someone has to do is create an account through JobConnect and choose a field they are interested in, which will result in a list of employers showing up.

Nicholas Textores, a broadcasting major, opened up about the career center. Specifically, he claimed that he has been to the career office, and he had nothing but positive feedback.

"I think it's a great opportunity for us students to be able to



PHOTO BY LUNA WROBLEWSKI

Career Services Office.

have this kind of outlet, where we are able to talk to the staff in that department and be given clear instructions on how we can move further in obtaining job experience," Textores said.

He also explained how they had helped him immensely with his resume.

"It went from looking like a mess with past job experience on a piece of paper to something so

professional and good-looking," he said. He was given advice to put his personal job title before the place that he worked, which caused him to get more employers to contact him.

Hannah Boyer, a liberal arts major, also went to CCM's Career Services to obtain help. She said that she has friends who attend different county colleges and universities that do not have

the same amount of opportunities that CCM with regard to obtaining internships.

"[This school] has a very intense program for students to succeed and move on into the real world, in which professional employers would be impressed to see the type of experience these students will have, as well as attending a very nice college with competitive ranks," Boyer said.

## Quadrennial political communication class returns to CCM

**BY GUY COHEN**  
Contributor

Every four years at CCM, Professor David Pallant teaches a special topics class about political journalism, and with the 2020 presidential election cycle in full swing, he is ready to bring it back. He launched the class four years ago for the 2016 election cycle, so this will be the second-ever class of its kind at CCM.

"The goal of the class is a part of overall civic engagement initia-

tives that faculty have been working on," Pallant said. "I started this class as a special topic four years ago, looking at the strategic communication and campaign messages of political campaigns."

While Pallant's current class is covering the presidential primary, he doesn't expect to hold another class during the general election cycle. And while the 2016 class mainly focused on the Republican primary, the 2020 one primarily covers Democratic campaigns for president as President

Donald Trump is the only major Republican candidate running for the nomination.

"We're doing weekly presentations where we look at the candidates," Pallant said. "I'm trying to show certain themes that are built into the candidates' rhetoric, like their speeches on victory night or when they lose, and following the life cycle of the primary and caucuses. We also focus heavily on the debates."

Ronique Gatewood, a student in the class, is developing her presentation on President Trump. "I present a glance in the past week in the life of President Trump," she said. Most recently, she discussed the scandal surrounding the sentencing of Trump's political ally Roger Stone.

Pallant originally had 10 students in the class, but he's now down to approximately eight.

"It was much larger the last time I did it, when we had 20," he said. "We ran two special topics this semester that conflicted, so I think at the department level, we won't do that again."

The other special topic is a sports journalism class taught by CCM Professor John Soltes, and Pallant believes that he would have had a full-sized class of about 20 students had CCM only offered one such course this semester.

"We were each doing special topics once a year, but by accident, these both ran," Pallant said. "And that's what affected the enrollment."

Because CCM offered so many restricted electives, the courses split up the pool of students needing to take only one elective.

"The State of New Jersey last year required every single major at a community college to have at least 60 credits, so some departments lost three or six credits, and it's a much tighter schedule for your associate's degree now," Pallant said.

Despite the small class size, the students in the class have shown abundant enthusiasm around both the content surrounding the class and Pallant's teaching style.

"I think he's a fabulous professor," Gatewood said. "He's very informed and makes everything relatable. It's not just jargon. After being in his class and watching on my own, I can really understand politics better."

Pallant currently teaches the course solely on a quadrennial basis due to his responsibilities with teaching core classes in the communication department.

"This semester, I'm not teaching the Advertising in Society class, but in the fall I'll teach that again," he said. "I think that would be good," Pallant said about teaching the class outside of the presidential cycle. "We could look at local races, like governor's races and the Senate in New Jersey, and could do a more local angle."

Pallant is hopeful that his students will gain better civic knowledge of media campaigns and political communication, how candidates communicate, and how they employ different strategies to persuade citizens to vote for them.

"Eventually, I would hope that students would run for office if they were engaged around politics at this level," he said.

Gatewood hopes to use her

newfound knowledge to understand the world of politics more when she casts votes for candidates.

"I'll understand the framing that goes around political communication," she said.

Gatewood has never shown any particular enthusiasm for any of the candidates in the race.

"I'm still learning about the policies of the different candidates, but when it gets closer to our New Jersey primary in June, I'll definitely have a better understanding," Gatewood said.

If Gatewood had to pick a candidate right now, she would either choose Sanders, because of how dedicated he is to his policies, according to Gatewood, or Sen. Amy Klobuchar, who she feels is familiar with navigating the world of politics and would provide a fresh female face to the ticket. The thought of Sanders and Klobuchar running together, however, excites Gatewood.

"That would be a power dynamic," she said.

Outside of CCM, Pallant has also taught a political communication class at Montclair State University's graduate program.

"I experimented at CCM and then they offered me a class to teach over there," he said.

If successful, Pallant said he would look into other special topics to focus classes on.

"One I want to do special topics in, maybe in partnership with [Dr. Robb Lauzon], is a food communication and media course, looking at food media and the power and politics around food and the access to it," he said.

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## Roving Reporter: What are your plans for Spring Break?



**Jason Cambronero**  
Nursing

“Hanging out with friends.”



**Robin Goodfellow**  
Biology

“Road trip to Canada.”



**Madison Pisani**  
Psychology

“Performing a show with my band.”



**Ally Tierney**  
Graphic Design

“Going to Savannah.”

PHOTOS BY LUNA WROBLEWSKI

## Men's basketball team clinches playoff berth

**BY FRANKIE MCCORMICK**  
Contributor

CCM's men's basketball team defeated Rowan College at Burlington County in a 68-63 decision Saturday, Feb. 15. With this win, the CCM's men's basketball team clinched a playoff berth for the second year in a row.

Sophomore Joshua Morris scored 25 points and snatched 14 rebounds against RCBC on Feb. 15. Morris made first-team all-region in the 2018-19 season and is looking to accomplish the feat again this year. Morris will forever be thankful for playing at CCM for two years because playing has helped pave a way for a future basketball career at a four-year college.

“I decided to come to CCM as a second chance,” Morris said. “Out of high school I wasn't highly recruited, so I was hoping to have better results here. I definitely felt like I got better overall. As a freshman last year I had a lot of ups and downs, so coming into this year I really worked all summer. And the results are paying off. I'm currently on pace to graduate in May. I have many different offers from Division II and Division I [teams] but I'm leaning towards Holy Family University.”

Freshman Craig Wrenn, recruited from Trenton, New Jersey, recognized that the most substantial downfall this season was due to eligibility requirements for players. Losing some players to troubles in the classroom has still not slowed the team down. Wrenn

has watched the team work hard all season, and believes all the time and effort put in will pay off in the semifinals for the returning team next year.

“Coach Kory [Roberson] recruited me to come to CCM after talking to my trainer and watching me workout last spring,” Wrenn said. “I came up for a visit and immediately felt comfortable on the campus and with the coaching staff. I knew this was the place for me, especially knowing I was coming into a program with a tradition of winning. We've had some struggles with players passing classes, and as a result, we lost some players after the first semester... We also had to forfeit some games due to some other issues in the classroom. I am playing again next year, and I hope that every-

one will be as committed in the classroom as they are on the court so we'll be [at] full strength for the whole season.”

Jack Sullivan, the athletic director at CCM, applauded the success of the team's head coach Anthony Obrey. Sullivan has seen the continued success of the program in recent years. He always has great faith in each and every player who steps foot on the court and hopes to bring home another championship to add to the legacy of CCM sports programs.

“They got a good nucleus there,” Sullivan said. “I wish we had more than better luck with our grades. We had some setbacks, but I think the kids that are there are working very hard. Anything can happen; coach Obrey has done a very good job. It's a

traditional program here at CCM. I think that's probably the most successful program over the history of the school.”

Sullivan called the team a strong nucleus, but Wrenn used a different term. “I think we've really come together as a team and have created a brotherhood that goes beyond the court,” he said. “We have a lot of freshmen too, so creating that bond will be key for us to continue building for next year.”

The team ended their season with a loss. Playing at Raritan Valley Community College in the National Junior College Athletics Association Division II Region XIX semifinal match, CCM got drubbed 99-79. The defeat left their record at 10 wins and 13 losses.

## Upcoming Gourmet Club field trip April 8

The Gourmet Club is planning its annual trip to the Culinary Institute of America Wednesday, April 8.

Join us as we tour the school and enjoy an amazing three-course lunch at American Bounty Restaurant.

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Lemon Butter Sauce

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Banana Passion Fruit Sorbet, Dulce de Leche  
Students \$15.00 Guests \$20.00  
Tickets are now available online.





# Titans Table seeks to expand

BY KATRINA IRHIN  
Copy Editor

The Titans Table, the food pantry of County College of Morris, was introduced early in the fall 2019 semester and has already created many changes for the campus. Not only has the Titans Table been helping people out, but the program itself has also been growing and hoping to improve in order to help even more members of the CCM community.

The Titans Table is a CCM program that exists to provide food and care products to anyone who approaches the Table. Foods available to students include ramen noodles, fruit cups and granola bars, and some of the care products available are toothbrushes, travel-size sticks of deodorant and small packets of shampoo. Anyone can approach the Table, from CCM students and professors to members of the public. People visit for a variety of reasons, ranging from simply forgetting their meals for the day to needing food and supplies because they face food-and financial-security issues on a day-to-day basis. No matter the reason one might approach the Table, no one will be questioned. The reason for this is because a

primary goal of the Titans Table is, according to various voices who speak about the table, to reduce the stigma that exists around people who face food insecurities. This way, those who may feel uncomfortable about sharing their financial status do not have to feel ashamed about approaching the table. After all, nobody will ever find out that they might be facing an issue.

There are four tables located on campus: one is in Health Services, CH 266; another in the trainers' office on the first floor of the Health and Physical Education (HPE) building; the third in the Accessibility Services area on the first floor of the Learning Resource Center; and the last is in the Educational Opportunity Fund office in CH 211. To get food and supplies, all someone needs to do is mention the Titans Table to a representative, and they will allow a person to help themselves to anything they need.

Currently, much of the food is provided by nourish.NJ as they deliver food to CCM every week for the Titans Table.

Ever since its launch in the fall of 2019, the demand and need for Titans Table has been on the rise. Elizabeth Hoban, coordinator of Health Services, is one of the few who made the Table a

reality. Throughout this past academic year, she and the others who created the program have been taking strides in trying to grow the Table. One such stride has been trying to get a grant so that students can take home warm, nutritious meals. The reason for this is because, sure, the Titans Table provides snacks and small meals, but some students could benefit from fuller, more nutritious meals.

"We just applied for a grant for between \$40,000 and \$100,000 to be able to give self-sustaining meals where you can take a hot meal home with you, and it heats itself and those kind of things," Hoban said.

The Student Government Association has donated money to the Table, and the people behind the Titans Table are using it to purchase paper products for students to use with the food they receive from the Table.

"That money is going towards paper products because that's something that we're not getting, I mean, we can get packages of ramen, but what are you going to do with it if you don't have a fork and a bowl," Hoban said.

Hoban also said that when the Office of Campus Life goes to Costco to do their shopping, they purchase big sleeves of paper bowls and napkins, large boxes of plastic utensils, and bags to put the food and care supplies in. The bags are important so people can take whatever food or supplies they need in private.

Despite much of the action of the Titans Table being centered around the four present locations, people who run the program, like Hoban, have been working to expand beyond those places. CCM was able to integrate a program into the campus called Supplemental Nutrition Assistance Program (SNAP), which, according to benefits.gov, "is the largest federal nutrition assistance program," and it provides benefits, via an Electronic Benefits Transfer card, to low-income individuals. Despite this program only being able to be used at grocery stores, it was made possible for SNAP to be used at the CCM bookstore.

"We even made a deal, because we've had students now that are able to apply for SNAP that they didn't even know they were eligible for and it's like food stamps, but it comes in the form of, like, a card," said Hoban. "You can't use it anywhere but a grocery store, but we were able to make a deal where, now, if you have a SNAP card, you can use it in the bookstore."

It is clear that the Table has been helping those who are in need of food because they are struggling financially. However, those are not the only kinds of people who are receiving aid. According to Taylor Fox, the athletic trainer located in the HPE building, the program has also been helping student-athletes who need food to help perform better. "It definitely helps a little



PHOTO BY LUNA WROBLEWSKI  
Liz Hoban standing with a week's delivery of ramen noodles, apples, PB&J sandwiches, and so on, provided by nourish.NJ.

bit, especially if a kid didn't eat, which happens a lot, and they're not feeling well," Fox said. "Like sometimes I would have snacks in here, but not a full, like, thing to go off of, which, like, here like, 'eat this, and hopefully you'll feel better.' I would say it kinda, you know, definitely helps a little bit with preparation and everything."

Despite the fact that the Titans Table has expanded in so many ways over the past several months, it is not done growing. According to Dr. Bette Simmons, vice president of Student Development and Enrollment Management, CCM wants to make the Table even more like a food pantry, as well as to provide more services for students.

"So the status of today is that the tables are functioning really, really well, but we know that we need to be doing more," said Simmons. "The plan is to grow the Titan Table concept to a much larger, food pantry facility, and be able to provide more wraparound services for students."

If CCM were to have space for a food pantry, it would be in the Student Center cafeteria, according to Hoban. They would use the hundred thousand dollars from the grant to buy fridges and microwaves for the cafeteria, and make a place for students to sit and eat. She would also hope for there to be a vending machine, where students could swipe a

card at night when no offices or cafeterias are open.

Some people may want to donate to the Titans Table; however, as of right now, the Titans Table is currently not accepting many donations. The purpose of this is to allow the people running the Titans Table program to accurately collect data so that it can grow bigger. At that point, people can start to make more donations.

"The only way to grow this is to collect accurate data," Hoban said. "So, I keep track of what the food pantry gives me every week, it's pretty much the same stuff, and then it gets dispersed. So, if people are giving us donations, there's no way to kind of corral it and get the accurate data. We kinda have to keep it status quo to get the data to be able to grow even bigger, and so, we're at that point."

This explains why, despite the fact that the Titans Table operates like a food pantry, it is different because it is currently not accepting donations. As Hoban said, students should refrain from making donations. However, Dr. Simmons said that it is okay for students who really want to help out to donate some food products.

"If a student feels really passionate about 'I really wanna give back.' If they got some canned products, get them over to the health office," Simmons said.

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# FACCM

CONTINUED FROM PAGE 1

offered to the college an agreement that FACCM would help encourage professors to attend graduation ceremonies.

Vivyan Ray, vice president of Human Resources and labor relations, said in a letter to Capozzi on February 24, that the sentence "Faculty members are expected to attend graduation ceremonies" being crossed out was due to an error that occurred while the contract year dates were being changed.

"But since it is my understanding that faculty attendance at graduation was not in any way raised," Ray said, "And it's removal from the contract was entirely a typographical error, the language should be reinstated to the current agreement."

Ray requests that Capozzi send any information related to any mention of faculty graduation attendance being discussed. Ray mentions in the Feb. 24 letter that if Capozzi does not reinstate the clause about graduation attendance, then the BOT will delay the ratifications of the contract.

"Please provide written confirmation of the Faculty's Association's agreement to reinstate the graduation attendance clause to my office no later than 2:00 pm on Tuesday, February 25, 2020,"

Ray said. "Otherwise, the College will not be able to submit the final form of agreement to the Board of Trustees for ratification, which will delay the implementation of the salary increases that the parties invested much time and effort negotiating."

Ray concludes the letter by saying that "the College will consider its available legal remedies, including but not limited to the filing of an unfair labor practice charge against the Faculty Association."

Dee McAree, Secretary of FACCM, mentions that FACCM was not expecting the BOT to table the contract.

"Faculty unanimously voted for it [the contract]," McAree said. "We notified H.R and the next stage is that it just goes to the board and essentially what we thought they were just going to rubber-stamp because they've already seen all of this. Low and behold the college realized that it made an error."

McAree mentions that the issue of "faculty attending graduation graduation" was crossed out in two iterations of the negotiations and fully removed in the final form of the negotiated contract.

"This was their revision," McAree said. "They gave us this three times. The first time it was struck through, the second time they gave it to us it was not changed, the third time in the

clean copy the line was completely removed. This was all part of the negotiation. Now we poured over the contract on our end, there were things that we wanted clarified. We went back, now this is what you do in negotiations. You go through every line."

McAree said that although the College admitted that they made a mistake, FACCM still did not want to change the language of the ratified contract.

"The College admitted that it was a mistake, that they didn't mean to do it, which okay, fine, we'll see you at the table next time," McAree said. "You can't now change the contract that we voted on. We are not willing to concede it [the graduation clause], to reopen negotiation after we ratified a contract would be a bad precedent. To us, it would undermine collective bargaining."

Two days after the BOT tabled the contract agreement, members of FACCM clad in their red shirts arrived at the College Council where CCM President Dr. Anthony Iacono was set to deliver his report. Iacono addressed the faculty in the room by mentioning a statement that was said at the Tuesday BOT meeting.

"I'm going to say a statement that mirrors a statement that was said at this month's Board of Trustees meeting," Iacono said. "There is one issue in the faculty contract with a sentence pertain-



PHOTO BY LUNA WROBLEWSKI

Dr. Jim Capozzi addresses FACCM members outside President Iacono's office in Henderson Hall.

ing to the issue of attendance at graduation that by mutual mistake was left out of the contract draft. This sentence has always been part of our contract with FACCM and should be restored, as it is not new language. The sentence is faculty members are expected to attend graduation. Once this mutual mistake is corrected, the college is ready to ratify the FACCM contract and move forward like both sides agreed to."

According to the Cornell Law school definition, a mutual mistake may occur under three different conditions. These conditions are "In order to use the defense of mutual material mistake to argue that formation of the contract was improper, a party must argue that: (1) there was a mistake; (2) that the mistake must be material, meaning, that it must concern substantive characteristics of the subject of the contract; and (3) the mistake was mutual, meaning both parties had the same mistaken belief."

Iacono mentioned that the BOT is willing to hold a special meeting before the scheduled March BOT meeting. Suddenly Capozzi erupted from his seat wishing to speak with Iacono on the subject. Iacono mentioned earlier that he was not willing to discuss the matter of the contract at the College Council meeting. Iacono abruptly adjourned the meeting and the once filled room was empty with the exception of the dozens of members of FACCM and a few others.

Capozzi and FACCM leadership addressed the room about their current situation. Capozzi mentioned how he proposed to the College the solution of working with them to mobilize teachers to attend graduation.

"We have already proposed to administration a suitable solution to this," Capozzi said. "Union leadership working in concert with the administration to organize faculty to attend graduation as always in celebration of our students' achievements. The college does not want that. What

they are demanding under threat of revoking the contract and negate the entire collective bargaining process."

Capozzi mentions that NJEA suggested that it was an "open and shut unfair labor practice" case.

After dozens of minutes of discussion among the members of FACCM, an idea was suggested that members of FACCM march to Henderson Hall to have an audience with the president.

"I think we need to go down and request an audience with him [Iacono]," Capozzi said. "If he's not willing to listen to us here, he needs to listen to the faculty members that were affected by whatever is going on down there."

Suddenly the dozens of faculty members left the LRC and headed down to Henderson Hall like a battalion on its way to battle. When members of FACCM arrived outside of Iacono's office, they quickly learned that he had left for the day. Capozzi adjourned the members of FACCM with a message, "It's with our lawyers now. We'll keep you updated."

According to McAree, on Tuesday the leadership of the FACCM met with the administration of the school and came to the agreement that FACCM brought up weeks before.

"The college agreed to the resolution that we have proposed two weeks ago," McAree said. "That means that the contract will go to the Board of Trustees on March 10."

McAree mentioned that the administration expressed a willingness to work with FACCM to solve their issues.

"They were willing to work with faculty to resolve it," McAree said. "So that was a difference of position that we heard earlier. We went to our meeting right after that and our membership were certainly pleased that our contract was preserved and that the college was willing to preserve the results of collective bargaining."

## Contract negotiations halted by salary disagreement

by Mark Wallinger and Marianne Bowler

"Interesting things happened at the bargaining table."

The disagreement that remains between the CCM administration and the teacher's union (FACCM) stems from the misunderstanding of a certain clause in the memorandum of understanding that each party interpreted differently.

The clause calls for the proportionate increase of the salary guides. The difference between the two interpretations amounts to approximately \$30,000.

Using two reports and recommendations from an independent fact-finder (non-binding arbitrator) FACCM and the administration agreed to the pay hikes as they interpreted them. Both negotiating teams signed a Memorandum of Understanding that left the contract supposedly settled, and attempted to draw up salary guides according to that memorandum.

The salary guide provides wage scales for rank (instructor, assistant professor, associate professor and professor) and grade (degrees and graduate courses).

According to Howard Storch, President of FACCM, there is "a lack of clarity on criteria for promotion in grade and rank" in the Memorandum of Understanding. It was this "lack of clarity" that led to the dispute between the two parties.

Further negotiations were halted because the "faculty had reached a point where demands could not be reduced any more," Storch explained.

The union "made major concessions," he stated, "and now

the college wants to take more away...the only way (for the faculty) to get the full benefit of the fact-finder's recommendations is through our construction of the salary Guide."

CCM President Sherman H. Masten expressed "disappointment" over the disagreement noting that "the salary adjustments on the college's version of the guide, in my mind, are exceedingly fair."

Masten continued, saying, "I don't think it's at all proper that one party (FACCM) should say they don't want to discuss it any more." When asked the reasoning behind the FACCM walkout from negotiations, Masten stated, "No reasoning that I can understand." Masten also stated, "To walk away from the table and not bargain, doesn't solve anything."

The Board of Trustees' attitude, according to Masten, is "exactly mine."

FACCM picketing began on Monday, December 12. Storch explained this action: "at this point the faculty must demonstrate publicly."

Masten regarded the picketing as, "They (FACCM) are doing it to express their disappointment. However, I don't feel it is a constructive way to get a point across." He added, "It doesn't solve the problem."

CCM is up for accreditation by the Middlestate Association's Commission for Higher Education this year. According to a spokesperson for the Association, job actions may affect a school's rating.

"I would not expect that it (lack of a contract and a job action) would" affect accreditation, said Masten.

Masten repeatedly expressed

the need for FACCM to return to the bargaining table: "One way to resolve our differences is to come together and talk about them." Masten explained, "It is unfortunate that this has happened. It has caused disappointment on both sides of the table...if people use their heads rather than their emotions, the problem would be solved."

FACCM met on December 5 and "refused to authorize the Association's bargaining team to make further concessions in contract negotiations," according to a FACCM spokesman. The teacher's union voted their agreement by passing the proposal by a 46-8 vote, or by 85 percent.

Dr. Masten stated, "Mr. Storch indicated that the union people didn't think it (returning to the table) was worthwhile...it's disheartening to me that the union feels that there is nothing to talk about."

Masten summarized his position by saying, "It takes two to tango. We want to tango but we need a partner."

Storch stated FACCM's position saying that the teacher's union will resume negotiations when the administration agrees to allow the faculty "to get the full benefit of the Fact Finder's recommendations."

On December 8, chief negotiator Chait wrote the Public Employment Relations Commission that "the college urgently requests further assistance from the Public Employment Relations Commission. Specifically, the college requests that PERC immediately appoint a special mediator." Both negotiating teams were awaiting a response from PERC at press time.

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# Opinion: The continuous evolution of note-taking

**BY GIANNA GILLESPIE**  
Contributor

In an age when technology is constantly expanding and evolving to better fit users' needs, there are students who try to take advantage of these advances. Although traditional written note-taking has dominated other methods for years, the use of laptops, tablets and other devices has steadily increased. It is common to see a student at CCM utilize electronics to write and organize their schoolwork. There are benefits and disadvantages to both forms of note-taking, but it seems there is not a definitive answer to which is superior.

Dan Orama, a mechanical engineering major, believes hand writing his notes is the better option.

"I take my notes on paper because I remember things that are written down better than if I was to type them up," Orama said. "Plus it's simpler to show other people if we are sharing notes. Using paper and pencil makes it easier to draft quick ideas for projects rather than making it on a computer."

Because Orama's major requires lots of designing and quick drafts, using an electronic device is not practical for his schoolwork. In addition, he is taking

a drafting class which requires assignments to be hand-drawn. Solving complicated mathematical equations is also done more efficiently on paper when ample space is needed.

Similarly, nursing major Chealsy Porras opts for taking notes on paper rather than an electronic device.

"I can easily memorize my notes when I manually write them and organize them in a way that is helpful to me," Porras said. "The risk of my laptop dying or malfunctioning is just not worth it when I can access everything in my notebook instead."

The worry of a dying laptop is a typical reason for students to choose writing their notes out by hand instead of typing them.

Conversely, Amanda Risberg, an exercise science major, would rather take notes on her laptop.

"I use Google Docs when taking notes at CCM because typing is much quicker than handwriting them," Risberg said. "The note-taking templates offered on Docs are surprisingly very helpful for me when it comes to note organization."

Traditional and classic laptop note techniques may have some competition, as a slew of futuristic note-taking products have hit the market for students,

and they seem promising. Rocketbook's product Wave, for example, offers a sustainable and relatively inexpensive alternative to other forms of note-taking.

The Rocketbook Wave provides the freedom of a traditional pen and paper notebook, while instantly blasting your notes into the cloud using your smartphone," states the Rocketbook official site. "When you use Pilot FriXion pens with the Wave notebook, you can erase your notes using your microwave oven and reuse your notebook. Available in two sizes - each book comes with one pen."

In addition, Rocketbook offers pens, biodegradable covers and a notebook that erases work with a single drop of water. The books, with prices that start at \$16, encourage recyclability of school products and enhance accessibility for students.

Digital note-taking applications are increasing in popularity among students. Application examples include Evernote, Microsoft OneNote, Apple Notes, Google Keep, Simplenote and Standard Notes.

Students considering their options may not know where to start when it comes to choosing from these applications, which vary by platform and in cost. A



PHOTO BY LUNA WROBLEWSKI

Nancy Togna, business administration major, taking notes to prepare for her exam.

quick Google search can help assess the details and differences of each service and steer them in the right direction.

The debate between pencil and paper note-takers versus digital writers may never end, as

individuals have different needs and preferences. Whatever approach a student takes, retaining information and being able to apply it towards their studies is the common goal of academic note-takers alike.

# Satire: Bookstore finds promising way to cut costs

**BY JARED BRODSKY**  
Opinion Editor

The price of textbooks in our bookstore has been a longtime concern for both current and prospective students. As books get more expensive, a growing number of students are being forced into debt, causing undue stress and sadness. Luckily, Margerie Ann Flemington, marketing ex-

pert and lascivious consumer of paper goods, has joined our school's ranks in order to solve this pressing issue. Today, the school has finally reached a decision. In an effort to cut costs, randomly selected students will be ground into a pulp and used as printing material for new, cheaper textbooks.

"It's a win-win," said Flemington. "Students who aren't

selected for pulping will get to enjoy major price cuts, while the students who are pulped will no longer have to worry about any debt at all!"

News of this policy has already garnered praise from schools countrywide.

"I don't know how we've never thought of this before," said Chesterfield Engelberg, director of student development at

Lecter University. "Students are far cheaper and more versatile than other alternative paper materials like bamboo or hemp. This is perhaps the shrewdest marketing decision ever made."

Flemington stated that while most students will be selected by lottery, there will also be incentives for volunteers. "All debts will be forgiven for any student who makes the decision to self-

pulp," she said, sensually inhaling the bookstore's newest shipment of stationery. "I think faculty and staff will both be excited to see more students in the books."

A woodchipper-like device was hauled onto campus early this morning. It now stands in front of the LRC. Unfortunately, no students could be found for questioning, or found at all.

## CORONA

CONTINUED FROM PAGE 1

According to The Wall Street Journal, U.S. business activity in February fell to its lowest level in more than six years as companies pulled back on fears that China's coronavirus outbreak would slow global growth, according to private survey data released Friday.

"China is a big part of our economy, too," Tyler Torner, a 19-year-old business administration major at CCM, said. "And, obviously you can already see it now-the trade has gone down a little bit."

Newspapers across the world are riddled with headlines and warnings against the severity of the economic impact the coronavirus will have on trade as the outbreak deepens.

"I know that our meat markets are not doing too well," Torner noted. "Nobody wants any food products from China

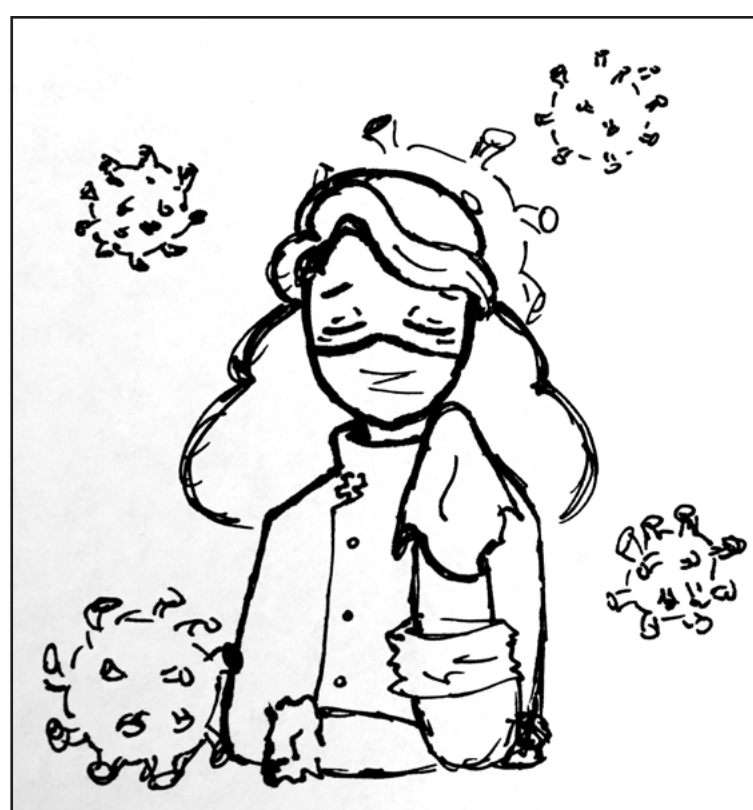


ILLUSTRATION BY SAMANTHA SHIMABUKURO

right now. There was actually just a news article about one of their meat markets being contaminated with coronavirus."

As of press time, more information regarding the coronavirus can be found on CCM's website.

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# Titans have 'unfinished buisness' going into baseball season

BY JOSEPH BUCKLEY  
Contributor

Last season, the CCM Titans baseball team went 32-17, participated in the Region XIX Garden State Athletic Conference (GSAC) conference, and won the GSAC championship. In the current preseason rankings for Region XIX, the team is ranked number one heading into the tournament.

"I think we have brought in some good talent," said coach Brian Eberly. "I think we have some unfinished business, we are ranked number one in Region XIX, but we felt short of the College World Series. We are hoping for bigger and better things for this year."

Eberly's confidence in this team is "massive," and he feels that it can do much better with this group of players, even after losing some key pieces.

"We lost some key pieces, as well in a All-American outfielder in Jake Hall and an All-Region pitcher in Sean Roberts," Eberly said.

Hall's main stats for the team was a .397 average and 18

homers, giving the team 49 runs, and an on base percentage of .486 with 151 at bats. These stats led the team in batting stats last season. Roberts stat line for last season was a 2.73 ERA, with a 10.61 K/9. He only gave up 15 BBs and 3 HRs in 56 innings of work. Roberts also led the team in strikeouts with 66 for the season.

"Our top returner on the mound is Nolan Leger," Eberly said. "Offensively, we returned Vinny DiNicola, who hit 14 home runs for us as a freshman."

Last season, Leger had a 2.52 ERA in only 39.1 innings of work. His K/9 was 8.69, and he only gave up 13 walks and four home runs.

"I want my Ks per 9 to be a little higher and limit my walks per inning," Leger said. If Nolan was allowed to pitch more innings, he would probably match his K/9 with Roberts, but would be projected to allow more walks if he pitched the amount of innings Sean did.

Also during last season, DiNicola had a .370 batting average, hit 14 home runs, gave the team 45 runs, and had an on-base

percentage of .425 with 168 at-bats. DiNicola is an all-region first baseman as well.

"I feel like I've improved a lot from last season already just from doing work in the pre-season," DiNicola said. "I just try to be more patient at the plate. Sometimes I get too technical, and I try to be perfect with my swing. But I feel like it sets me back cause I can't just focus on the pitch coming towards me, and it kinda cuts me off."

DiNicola feels that he has things to work on, but he also wants to get his stats up.

"I feel like I can get my average up, because I feel like I can get higher than .370," he said.

Comparing Hall's and DiNicola's stats last season, the biggest thing that stands out is the fact that Hall did more than DiNicola with at bats. DiNicola has huge shoes to fill, but by just seeing that he had led the team in at bats last year, Eberly has tons of faith in him to be the leader on this team.

With the losses of some old faces, there are some new faces on the team this season.

"We got a number of incom-

ing freshmen and transfers as well," Eberly said. "We are excited about Sam Armstrong."

A pitcher, Armstrong came from High Point and was the only player actually recruited to play for CCM this season.

"Definitely looking forward to it, especially getting closer with guys in my class," he said.

Armstrong also talked about feeling the pressure about being a leader.

"I feel staying ahead of the counts, limiting the walks and avoiding hitting players with my pitches are the main things I need to work on," he said.

These players not only have fans in the bleachers at their games, but also people at the games watching for players to play for their baseball team professionally. There are scouts from other colleges and from MLB teams coming to their games. There is actually a coach on the baseball team who is currently a scout for the Cincinnati Reds, and there are also current CCM alumni in MLB farm systems right now. The recent alumni who have been drafted into the MLB are Shayne Fontana

and Tyler Pouline. Fontana was drafted in 23rd round in 2019 by the Baltimore Orioles, playing as an outfielder Class A team, while Pouline was drafted in the 29th round in 2019 by the Arizona Diamondbacks, playing as a pitcher.

"This year, Vinny DiNicola has been receiving some draft interest and could be a potential future draft pick," Eberly said.

Leger said that he is getting interest from Division I college baseball teams, including Dayton and UNC Asheville. Leger and DiNicola said they want to be drafted in the MLB if they had the chance. Nolan said he would like to play for the New York Yankees, but DiNicola said something completely different and sounded more inspired than ever.

"I don't feel any pressure with it," DiNicola said. "It makes me work so much harder because a lot of people passed up on me, like high school and last year's scouts. I just feel like I have to prove a lot of people wrong this year and get my name out there. I don't really care who would draft me honestly, not at all."

## Stormwater Management Regulations

The Public Safety Department, in compliance with Federal Stormwater Management Regulations, brings the educational brochure found at MailScanner has detected definite fraud in the website at "tinyurl.com". Do not trust this website: <http://tinyurl.com/psnanej> to your attention. Stormwater management, was enacted in 1999 by the U.S. Environmental Protection Agency to address the health and safety of our ecosystems and subsequently, the quality of our lives. Opportunities to engage in boating, swimming and fishing are diminished if water quality is impaired. Impaired water quality impacts shellfish production, tourism at beaches and coastal communities. It also increases drinking water treatment costs. For more information, contact the Public Safety Department at ext. 5550.

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