



THE ROLE AND MISSION OF AMERICA'S COMMUNITY COLLEGES

Community colleges trace their roots back to the early 20th Century when junior colleges, as they then were known, were established with the strong belief that a college education should be available to all. As they continued to grow and increase in number, community colleges expanded their mission to include meeting the needs of their communities. Today, the mission of community colleges is focused on three key areas:

- Access to a higher education to provide for a more democratic society
- Support services to ensure diverse populations can realize their dreams
- Meeting the needs of the community to provide for economic health and vibrancy

"I simply want to celebrate the fact that right near your home, year in and year out, a community college is quietly - and with very little financial encouragement - saving lives and minds. I can't think of a more efficient, hopeful or egalitarian machine, with the possible exception of the bicycle."

~ Kay Ryan
U.S. Poet Laureate (2008-10)





DISCOVERING WHAT HE NEEDED TO DREAM BIG

On his way to earning a medical degree with the goal of becoming a physician specializing in trauma medicine, Vincent Franco credits his County College of Morris (CCM) education for sparking a love of learning.

“In high school, I was not a strong student so medicine was not something I even considered,” recalls Franco. Then at CCM, he took an anatomy and physiology (A&P) course, considered one of the hardest college courses, and discovered he excelled at learning. Having mastered A&P and at the urging of several of his professors, he decided to pursue pre-med.

“In high school, I was not a strong student so medicine was not something I even considered. I’ve said it many times, choosing to go to CCM before a four-year school was, undoubtedly, the best decision I have ever made.”

~ Vincent Franco

“Developing great relationships with CCM professors was easy and organic,” he says. “Having these close relationships helped immensely in navigating the pre-med process.”

He transferred from CCM to East Stroudsburg University where he earned a bachelor’s degree in biology. Next, he was accepted by the medical schools at Penn State, Rutgers and Seton Hall. He decided to attend Seton Hall’s Hackensack Meridian School of Medicine.

“CCM prepared me incredibly well for earning my bachelor’s degree. I can specifically remember being leaps and bounds ahead of other biology, physics and chemistry students at East Stroudsburg University because of how well I was prepared,” he says. “Additionally, many concepts of physiology, chemistry and other topics that I was taught at CCM were very high-yield MCAT topics. Having learned these topics so well at CCM played a huge role in earning a high MCAT score.”

He adds, “Attending a community college is a no-brainer, especially considering the price it costs to get a college education these days. At CCM, it’s easier to develop close relationships with mentors who can help guide you to your passions so you can make the right education and career choice. I’ve said it many times, choosing to go to CCM before a four-year school was, undoubtedly, the best decision I have ever made.”

LETTER FROM THE PRESIDENT

As the 2019-20 Academic Year began at County College of Morris (CCM), nothing appeared to be out of the ordinary as students, faculty and staff began the Fall Semester with excitement and energy. The momentum could be felt as students began filling popular spaces on campus, events were drawing crowds, the Titan spirit was growing and the college was thriving. But as we all know, it didn't take long before everything radically changed. In the spring, the COVID-19 pandemic created unprecedented closures throughout the country. Students, faculty and staff quickly responded to the governmental mandates and moved the college into a virtual learning and working environment. While everyone throughout the country was learning to adapt to this new way of life, the spirit of community was growing at CCM as we focused on our mission of supporting the college community and the community at-large.

As president, I am humbled by the impactful ways CCM's Board of Trustees, Foundation Board, administration, faculty, staff, students and alumni have worked together to assist others during a time of great uncertainty and need. As you will see in this Annual Report, there are many examples of our college contributing and partnering with organizations to help the community overcome major economic, physical and mental obstacles. One of the greatest and most enjoyable components of being a college president is partnering with other organizations and individuals for the common good of all and, ultimately, helping others achieve their dreams through education. The overwhelming impact of COVID-19 demonstrates the importance of partnerships. CCM was proud to

provide space for a multi-agency virus testing center. Our faculty, staff and students took great pride in making over 1,000 face shields and masks for area hospitals and other healthcare facilities. Loaning ventilators and other critical equipment was new to CCM but we are thankful we could help in this way and are prepared to do so again, if necessary. In the midst of this terrible global tragedy, we have found hope by forging new partnerships such as with Table of Hope. Together with other agencies, CCM has hosted three Table of Hope food distribution events for Morris County residents. It is remarkable how much can be achieved to help others when we work together. I could not be more encouraged as I witnessed people come together to serve a greater purpose.

The pandemic has left a lasting impact on each of us, but we remain diligent in moving the college forward. Now more than ever, it is essential to maintain a strong and clear vision that includes flexibility and innovation for student success. Equipping faculty, students and staff with the tools, resources and accessibility to aid in the continuation of students' educational journey has been front and center during the pandemic.

As our economy is threatened and businesses and industries evaluate their workforce, it is imperative that CCM provide for all students, at all stages of life, an opportunity to improve their skills, abilities and knowledge. Opening the Advanced Manufacturing and Engineering Center to students and industry will impact the recovery of our region and state. This state-of-the-art center was created to meet the



ever-changing workforce needs of the manufacturing industry; little did we know how perfect the timing would be. In addition to the building, we continue to deliver new and innovative academic programs, such as a new paramedic program.

As we continue to navigate through the COVID-19 crisis, many things seem unpredictable, but one thing is certain - I am proud of the work CCM is doing to address the needs of our students and to support business and industry and the community. I believe in our great college and I believe in our community. Together, not even a pandemic can stop our important work.

I truly hope that you are doing well. Like you, we are in this for the long haul until the virus no longer threatens the lives of our friends, families and community members. I wish you good health and thank you for supporting County College of Morris. At CCM, we do great things but we do even greater things with your support!

Best,

A handwritten signature in blue ink that reads "Anthony J. Iacono". The signature is fluid and cursive, written over a light blue background.

Dr. Anthony J. Iacono

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A COMMUNITY PARTNER IN TIMES OF CALM AND CRISIS



Along with having a \$484 million economic impact in Morris County, County College of Morris is a vital partner in meeting employment needs and maintaining a healthy and prosperous community, as it provides individuals with pathways to realize their dreams.

A LEADER IN ADVANCED MANUFACTURING AND ENGINEERING

Morris County manufacturing and engineering firms and state and local officials can take great pride in the opening of the Advanced Manufacturing and Engineering Center (AMEC) at County College of Morris (CCM) this Fall Semester.



With funding and support from the state, the Morris County Board of Chosen Freeholders and local businesses, CCM constructed AMEC to address the challenges manufacturing and engineering face in finding skilled employees. The facility, along with educating degree and certificate students and updating the skills of current employees, will support the training of apprentices through a \$4 million U.S. Department of Labor Grant. CCM received that grant to provide a national model for expanding apprenticeship programs in advanced manufacturing.





“We at Glenbrook Technologies have been through tumultuously changing markets, economies and technologies for 35 years. We have seen changes in the concept of what an engineer is and does, and that concept continues to change. Glenbrook’s involvement in varied markets such as electronic assembly, medical device and preclinical research has given us a broad sense of both the engineering

and vocational training STEM students should be receiving to make the education they receive of value. That is the education students will be receiving at the County College of Morris Advanced Manufacturing and Engineering Center.”

- Gil Zweig, CEO, Glenbrook Technologies



Additionally, the 31,000-square-foot facility includes a fully equipped teleconference room at the request of industry officials, so they and their employees can meet virtually with their business partners around the country and world.

Industry, in turn, has responded by donating equipment to support training in advanced manufacturing and engineering. Included among those donations was a robotic arm from The Knotts Company to support the launch of a robotics program at AMEC.





“The COVID-19 global pandemic has profoundly changed how we care for our communities. The future of our healthcare professions depends on quality-driven education. We are incredibly proud of our long-standing academic partnership with County College of Morris. We joined forces on many fronts throughout the crisis including the county COVID-19 testing site, and we are grateful to CCM for sharing equipment such as ventilators, donating masks, gloves, and also printing numerous face shields for our team members. Together we found innovative ways to collaborate and I am confident that we will continue to inspire future generations with a passion to learn, to excel and to give back to our community.”

- Trish O'Keefe Ph.D., RN,
President, Morristown
Medical Center



CREATING HEALTHIER COMMUNITIES

As a community college, County College of Morris (CCM) plays an essential role in educating health professionals to work and serve in the area. A highly respected provider of half of the nurses and about 90 percent of the respiratory therapists who work in Morris County, CCM continues to enhance its preparation of healthcare professionals, as it also develops new programs to meet the needs of employers.

Enhancing Clinical Training to Improve Patient Care

With the support of a gift from the Paragano Family Foundation, CCM is developing a state-of-the-art healthcare simulation center. The Paragano Family Foundation Healthcare Simulation Center will provide students in nursing, respiratory therapy, radiography, drug counseling and other healthcare programs with enhanced clinical training. Students working in the center will be able to gain experience in pediatrics, critical care, emergency room procedures, labor and delivery, and more, making them highly trained and sought-after professionals committed to excellence in patient care.

Meeting the Need for Paramedics and Other Health Professionals

When Atlantic Health System determined that more paramedics are needed to serve the region, it turned to CCM. The college's response was to design an Associate of Applied Science Paramedic Science Program that aligns with the National EMS Education Standards and Scope of Practice. The program consists of two phases—a pre-professional phase and a professional phase—to prepare graduates to apply for a national paramedic license and New Jersey paramedic certification. The program, which launches this spring, hopes to graduate its first students in 2023.

Also in response to the needs of health care, CCM is in the process of developing a program in medical sonography. It plans to launch that program next fall.

CCM BOARDS RESPOND TO THE PANDEMIC

County College of Morris (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 outline the action employees and students should take in the event they fall ill, such as staying home, practicing social distancing and following the Centers for Disease Control and Prevention quarantining guidelines.

As it became apparent that the pandemic was adding another layer to the financial hardships many students experience, the CCM Foundation Board quickly responded by creating an emergency fund. Named the Titan Emergency Fund, the program provides students with financial support to meet unexpected expenses, from car repairs to food, housing, medical and other issues, so they can stay on track to graduate. Since its formation last spring, the fund has provided assistance totaling \$20,000.

OFFERING ASSISTANCE TO EASE THE IMPACT OF COVID-19

When the COVID-19 pandemic reached New Jersey last March, forcing most businesses and all schools, colleges and universities to close their doors, County College of Morris (CCM) sprang into action. The campus served as a COVID-19 Testing Center, operated by Morris County and Atlantic Health System. The testing site, which operated on the campus from March 30 to June 26, provided nasal swab tests for more than 8,000 people from Morris and Sussex counties during its course of operations.

As COVID-19 cases increased this past spring and began to strain Morristown Medical Center, CCM quickly took an inventory and rounded up equipment that could help. It lent five ventilators, which were then in critical shortage, and donated 325 N95 masks and 3,000 gloves to ease the burden placed on healthcare workers.



Beverly Natale of Atlantic Health System receives ventilators donated by CCM.

Sheriff James M. Gannon, a CCM graduate, oversees operations at the COVID-19 Testing Center at CCM.

"County College of Morris, through the leadership of President Dr. Anthony Iacono, was an avid partner from the start in efforts to minimize the impact of COVID-19 on a county of nearly 500,000 people. A portion of the vast CCM campus was dedicated for three months to the operation of a COVID-19 swabbing site that showed residents that their health and safety was equally our concern."

~ Morris County Sheriff James M. Gannon.

TABLE OF HOPE

In response to the food insecurity issues resulting from the COVID-19 pandemic, County College of Morris has hosted three Table of Hope food distribution events on campus.

The first was held in May. 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, and Freeholders John Krickus and Steve Shaw.

The second was held in late August and also included the distribution of backpacks filled with school supplies. Serving as volunteers at that event were State Senator Anthony M. Bucco, Sheriff James M. Gannon, Parsippany Mayor Michael Soriano and Freeholder Tayfun Selen. More than 500 people were provided with food that day.

A third one was held just prior to Thanksgiving to distribute holiday meals.



"We are excited about our evolving community partnership with CCM. During the COVID-19 Pandemic, we had our largest food distribution and backpack giveaway for the families of Morris County. With Dr. Iacono's dynamic leadership and commitment to diversity, we are fully persuaded that the best is yet to come!"

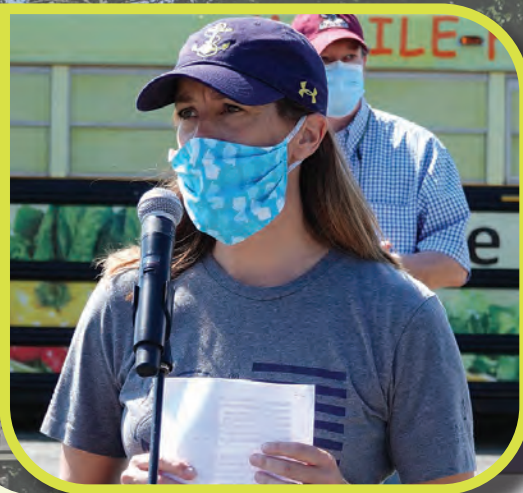
- Rev. Dr. Sidney Williams
Pastor Bethel Church
Morristown



New Jersey First Lady Tammy Snyder Murphy speaks at the first Table of Hope food distribution event at CCM where she also served as a volunteer.



Congresswoman Mikie Sherrill attends CCM's first Table of Hope food distribution event where she also helped to package produce to distribute.



Morris County Sheriff James M. Gannon, a CCM graduate, gives remarks at the first Table of Hope food distribution event held at CCM. The Sheriff's office provided assistance to direct the flow of traffic, along with the CCM Department of Public Safety.



(l-r) CCM President Anthony J. Iacono and his wife, Debbie, with New Jersey First Lady Tammy Snyder Murphy, Rev. Dr. Sidney J. Williams, State Senator Anthony M. Bucco and Teresa Williams from Table of Hope gather in front of the Table of Hope bus used to transport food for distribution.

FACULTY, STUDENT AND ALUMNI RESPOND

SERVICE IN A TIME OF NEED

As COVID-19 cases increased this past spring putting a strain on healthcare facilities, their employees and other essential workers, County College of Morris faculty, staff, students and graduates came to their assistance. Here photos share a story of compassion and service.



Building on the effort to provide PPE for healthcare workers, Engineering Lab Coordinator Eric Pedersen, along with several students, got to work on the college's 3-D printers and began making face shields. More than 1,000 face shields were printed, assembled and delivered to Morristown Medical Center. The effort received the recognition of Governor Phil Murphy who thanked Pedersen and his team in one of his daily press conferences and on Twitter.



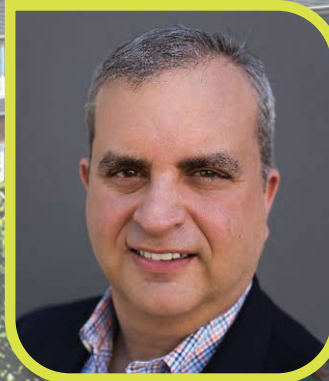
When fashion design students at CCM learned there was a shortage of PPE for healthcare workers, they took to their sewing machines and started making face masks. Their professors joined in the effort, turning the work into a class project. They soon were joined by several CCM employees. More than 200 masks were made and provided to hospitals and other healthcare facilities.



Working together, Steven Carroll '06 and Faith Markunas '13, a nurse at Morristown Medical Center, identified a need among COVID-19 front line workers for Crocs footwear. The two worked with a supplier to arrange for a donation of the footwear that is favored by front line workers for its comfort and ability to be easily cleaned.



MORRISTOWN
MEDICAL CENTER



Jason Bonafede '97, manager of a Starbucks in Atlanta, supported his team members in their vision to make 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 in Atlanta's northern suburbs.

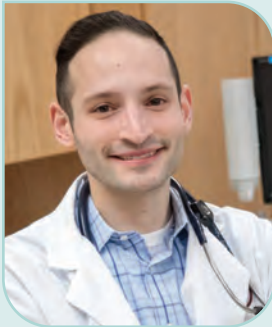


THANK YOU

CCM NURSES SERVING ON THE FRONT LINES

Professors, students and graduates from CCM's Nursing Program not only served as essential workers during the height of the COVID-19 crisis, many also provided much-needed support to those working on the front lines.

CCM Graduates Help Those Struck by COVID-19



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

At the time, Friedland noted, "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."

Feeding the Front Line



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.

Helping with Testing in Newark



CCM Nursing students and their Professor Jennifer Ryan (second from the left) join other volunteers to help with COVID-19 testing in Newark.

FRONTLINERS

RESPIRATORY THERAPY PROFESSIONALS PLAY AN ESSENTIAL ROLE



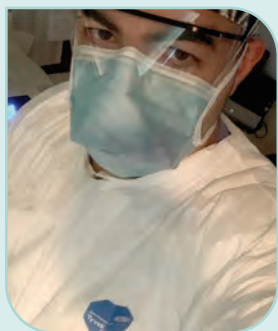
Gracielle Fong, a professor in the Respiratory Therapy program, worked on the front lines at Morristown Medical Center, while teaching CCM students. Fong teaches Cardiopulmonary Pharmacology and

Cardiopulmonary Evaluation and is also the clinical instructor for CCM students at the hospital.



Cassidy Grady '19, Respiratory Therapy graduate, a front line worker at Saint Barnabas Medical Center, credits 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 with Professor John Rutkowski, Professor Gracielle Fong and all my other clinical instructors. Respiratory therapy is an amazing and worthwhile career.”



Former CCM golfer Ryan Rothschild '18, who works at St. Barnabas Medical Center in Livingston, was busy as an X-ray technician as the COVID-19 pandemic hit New Jersey and, along with other healthcare professionals, persevered to help others.



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

A GOOD SAMARITAN IN THE TIME OF COVID

An Exercise Science student at County College of Morris (CCM), Alayna Kreilis was able to put the first aid training she learned in class to good use when she was driving and noticed a woman bicyclist on the ground.

“I pulled over and asked if she was ok,” recalls Kreilis. “Her arm was clearly broken and I splinted her arm, taped it and gave her an ice pack.”

Occurring during the COVID-19 pandemic, other people kept driving by the scene. Kreilis, however, donned a mask and gloves and got out of her car because she was confident she could help.

Kreilis was able to help because she always keeps in her car the first aid kit that Professor William McHugh, from the Department of Health and Exercise Science, had his students put together. Along with developing the kit, Kreilis learned in his First Aid and Emergency Care class how to assist people in emergencies.

“I definitely felt prepared,” she says. “The first aid kit Professor McHugh had us develop is packed with more essentials than any other standard first aid kit I have ever seen.”



AN EDUCATIONAL LEADER

NSF GRANT SUPPORTS DATA SCIENCE CERTIFICATE PROGRAM

The National Science Foundation this year awarded County College of Morris (CCM) a \$235,000 grant to support the launch of a Data Science Certificate program.

According to the U.S. Bureau of Labor Statistics, there is a high demand for data scientists, whose work involves managing, analyzing and interpreting large sets of data. One of the chief goals of the CCM Data Analytics Certificate program is to increase the number of women and other underrepresented students studying data analytics.

The program, which launched in the 2020 Fall Semester, consists of five courses for a total of 15 credits that can be completed over the course of two semesters. Students in the program will learn R, Tableau, Python and SQL.

“Businesses across all industry sectors, both small and large, are increasingly looking for ways to leverage the era of big data to make strategic, marketing, sales and other operational decisions,” notes Kelly Fitzpatrick, assistant professor of mathematics, who has spearheaded the initiative to provide a pathway to data science careers for residents of Morris County and beyond.



RESPONDING TO THE DEMANDS OF THE MARKET

In addition to launching a Data Science Certificate program to meet the increasing demand for data analysts, County College of Morris this Fall Semester began offering a Social Media Marketing Certificate and earlier in the year began a completely online Early Childhood Education Certificate program. Plans also are underway to launch a Paralegal Program and Packaging Design and Technology Certificate.



"CCM has a long tradition of preparing candidates for in-demand careers within our community and businesses across New Jersey. CCM is an excellent and affordable choice for students looking to gain the education and skills necessary to succeed in the workforce."

- Greg Volz, Engineering VP, Industrial Automation, Emerson

Social Media Marketing Certificate

Digital technology has changed the way individuals, businesses and organizations interact with each other, creating a demand for social media marketing specialists. To meet that demand, CCM has developed a Social Media Marketing Certificate program. The five-course, 15-credit program covers content creation, the development of marketing plans, the use of social media to promote goods and services, and measurement, tracking and analytic tools.

Early Childhood Online Certificate Program

For those with a passion for helping children to learn, the completely online Child Development Associate (CDA) Educational Endorsement Certificate program provides an ideal entryway for a career in early childhood education. The three-course, 9-credit program is aligned with the national competency standards to help prepare students interested in obtaining the Child Development Associate (CDA) Credential. The CDA Credential is highly recognized and respected within the early childhood education field.





LEARNING AND EXPERIENCES TO BUILD A SOLID FOUNDATION FOR SUCCESS

By age 24, Kelby Clark '14 had held a number of editorial positions with such prestigious companies as Google, USA TODAY and New York Minute Magazine. Today she is a B2B marketing writer for ViacomCBS.

She had not planned to attend County College of Morris (CCM) but rather had her heart set on studying in California. Then, her father spoke to her about the importance of making sound financial decisions.

So she took a look at the Communication

Program at CCM and was impressed with what she found. She was not disappointed.

“The professors at CCM are good teachers who can really shape your entire college experience and, thus, everything thereafter,” she says.

What she also found was an expansive campus life program to enhance her learning beyond the classroom.

“CCM really proves that you can have a vibrant campus life even if you do not live on campus,” she says. “It’s even better than what you find at most universities.”

Since CCM is a two-year school, first- and second-year students are not competing against junior and senior students to obtain leadership positions. As a result, they can start developing essential skills early in their academic career, notes Clark.

At CCM, Clark served on the Student Government Board, wrote for the college’s newspaper The Youngtown Edition and got involved with the Volunteer Club. Those experiences allowed her

to develop her public speaking, writing and interpersonal skills. That, along with what she learned in the classroom at CCM, she says, provided her with “the foundation” to gain professional success at an early age.

“The professors at CCM are good teachers who can really shape your entire college experience and, thus, everything thereafter. CCM (also) really proves that you can have a vibrant campus life even if you do not live on campus.”

~ Kelby Clark '14



DR. JANET EBER RECOGNIZED BY NATIONAL ORGANIZATION FOR HER TEACHING EXCELLENCE

Dr. Janet Eber, a decades-long member of the County College of Morris (CCM) faculty and an instrumental leader in shaping the quality of teaching and learning at CCM, received the Dale P. Parnell Distinguished Faculty Award from the American Association of Community Colleges (AACC) this year.

Eber is chair of the Department of English and Philosophy and an English professor at CCM. The 2019-20 Academic Year marked her 50th year on the CCM faculty.

“Dr. Eber has impacted the lives of thousands of students. She is a stellar professor with an impact that has a profound influence on CCM,” said Dr. Anthony J. Iacono, CCM president. “It is no exaggeration to state that CCM would not be the quality institution of higher education that it is today without her many contributions. She also is a highly sought-after mentor and advisor by students and also other faculty members who recognize her commitment to their success.”

At CCM, Eber directs the work of 60 professors. She has served as chair of the college’s Curriculum Committee for more than a decade and also has served as chair of the college’s Academic Standards Committee, General Education Task Force and Academic Integrity Review Board. She has chaired numerous search committees and was interim dean of the School of Liberal Arts three times.



PROVIDING SUPPORT AND SCHOLARSHIPS FOR DOVER STUDENTS TO ATTEND CCM

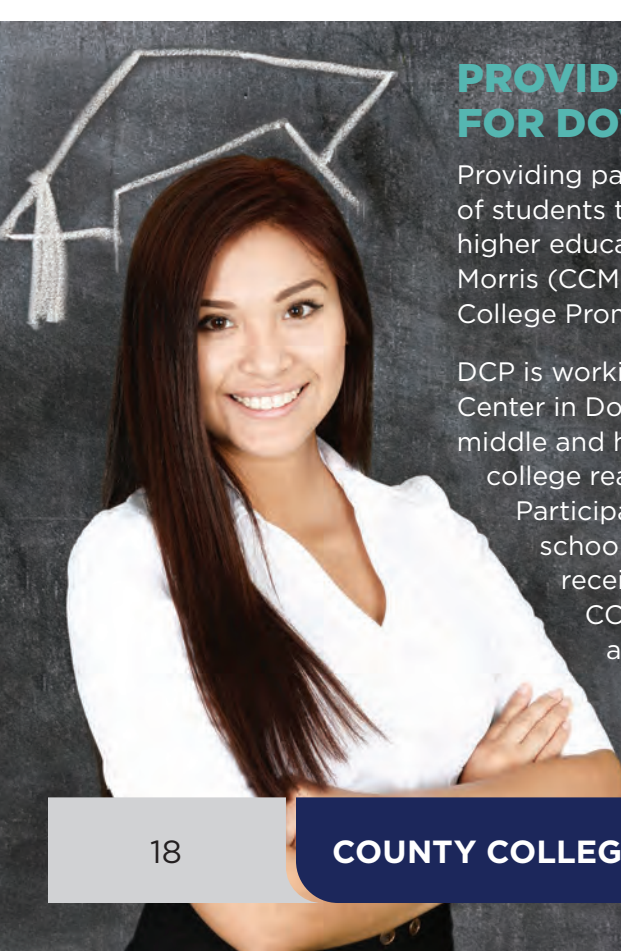
Providing pathways for greater numbers of students to pursue a high-quality higher education, County College of Morris (CCM) this year launched Dover College Promise (DCP).

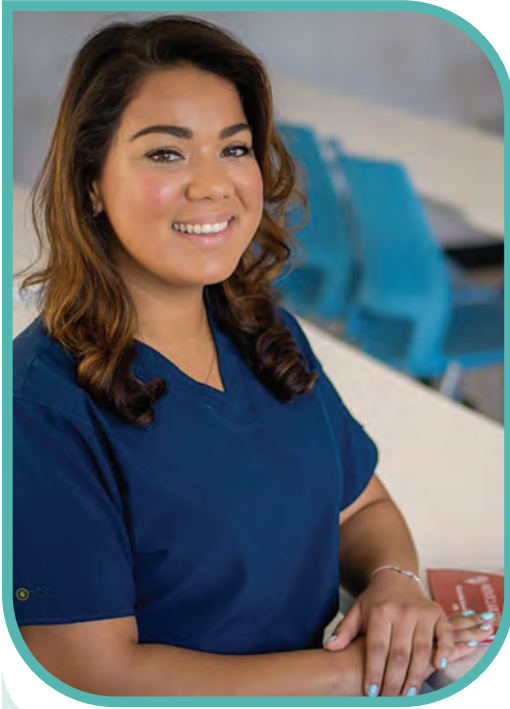
DCP is working with The Educational Center in Dover to provide low-income middle and high school students with college readiness training and support. Participants who graduate from high school in good standing also will receive scholarships to attend CCM. Impact 100 Garden State awarded CCM a \$110,000 grant to support the program.

The project builds upon CCM’s mission to provide exceptional and inclusive programs and services to the larger community. It also stems from the college’s Dover Initiative that CCM launched to learn how it can better serve that community.

“Through the Dover College Promise, we can help uplift a community for generations by providing students with support and access to a quality higher education so they can pursue rewarding careers,” said Dr. Anthony J. Iacono, CCM president.

Impact 100 Garden State is a women-led organization that awards grants to assist underserved populations.





EMPLOYED IN HER CAREER OF CHOICE BEFORE EARNING HER DEGREE

The field of public service requires immeasurable patience, communication and interpersonal skills, a penchant for helping others, compassion and a strong will to navigate unique situations in a way that leaves all parties satisfied. Nursing is chief among those fields that require such skills.

When County College of Morris (CCM) alumna Marlina Mendoza was faced with a patient's situation that demanded those qualities, she exceeded expectations so much so that she received the DAISY Foundation Award, which recognizes nurses for their important role in a patient's experience.

"CCM gave me the foundation I needed to become a successful nurse at Morristown Medical Center. I'm appreciative towards the staff in the Nursing Program for providing me with the skills I needed to become successful."

- Marlina Mendoza



During a change of shift at night, Mendoza took over the care of a critically ill patient

who informed his family that he wanted to pass away in peace and reunite with his wife in heaven. His family opposed the idea and pleaded with him to continue his fight. Mendoza spoke with the patient to better understand his wishes. She then arranged a meeting with the patient's family and her colleagues to communicate his desires. After his family accepted his wishes, the patient transitioned to comfort care and passed away peacefully with his family present. Mendoza's utmost care and sensitive handling of this situation led the family to nominate her for the DAISY Award.

To become a nurse was not always in Mendoza's plans. Having graduated from Dover High School in 2006, she attended Seton Hall University as an accounting major. With the rising cost of tuition, she decided to attend CCM after talking with multiple relatives who are nurses and inspired her to look into it as a career. After her first semester at CCM, she secured a position as a nursing assistant at Morristown Medical Center. Then, she applied for a position in the Critical Care Unit as a registered nurse and was hired—before even finishing her degree. Today she is an assistant nurse manager.

"CCM gave me the foundation I needed to become a successful nurse," she shares.



**CENTER FOR
WORKFORCE
DEVELOPMENT**

MEETING WORKPLACE NEEDS

To meet the workplace needs of business professionals and employers, the Center for Workforce Development (CWD) at County College of Morris scans the horizon for new trends and emerging technologies, looks for valued, industry-recognized certifications and keeps pace by offering professional education to provide workers with solid skill sets. During the past academic year, CWD expanded its data analytics and data visualization certificate programs to answer the call of individuals and companies to make data-driven decisions. With the addition of an Advanced R Programming course, high-level Excel classes and four Tableau courses, students gain a broad base in data analytics and visualization. They are prepared to put their new-found knowledge to work in their professional lives, while gaining the experience required for Tableau Desktop Specialist certification.



With the sudden exodus of knowledge workers to home offices this past spring, CWD quickly redesigned its courses for remote working professionals to get the most out of their day. The center's staff partnered with

instructors to help them realign courses to remote live teaching platforms, using such services as Zoom and Webex.

Whether it was improving Excel skills with targeted topics like functions or pivot tables, learning how to manage a team remotely, or using the latest MS Office application, Teams, to work effectively, CWD assembled a comprehensive late spring and summer program dedicated to home-based workers. CWD continued its mission

of providing top-notch courses leading to certifications including project management (CAPM or PMP), QuickBooks, Microsoft Office Word and Excel, CompTIA A+, AAPC certification for professional medical coders and Certified Alcohol and Drug Counselors, along with many others.

In recognition of the critical role CWD plays in educating professionals to meet the needs of employers, it was presented with a Best Practice Award from the Commerce and Industry Association of New Jersey for the second year in a row.



(l-r) CCM Trustees Thomas A. Pepe and Jeffrey M. Advokat, CCM President Anthony J. Iacono, CIANJ President Anthony Russo, CCM Vice President of Professional Studies and Applied Sciences Patrick Enright, CCM Director of Workforce Development Irena Kaler and then Associate Director Beth Rodgers at the CIANJ award ceremony.

LEADING THE WAY FOR ADVANCED MANUFACTURING APPRENTICESHIPS PROGRAMS

The Center for Workforce Development at County College of Morris, with the support of a \$4 million CareerAdvance grant from the U.S. Department of Labor, is providing a national model for apprenticeship programs in advanced manufacturing.

This year, the center launched a series of boot camps to train those interested in apprenticeships in advanced manufacturing basics. Boot camp participants also have the opportunity to earn college credits and upon completion to receive an OSHA 10 General Industry Completion Card, up to five National Institute of Metalworking Skills certifications and a SolidWorks certification.

Job opportunities apprentices can pursue include computer numerical control operator, manual machinist, shop technician and CAD drafter.

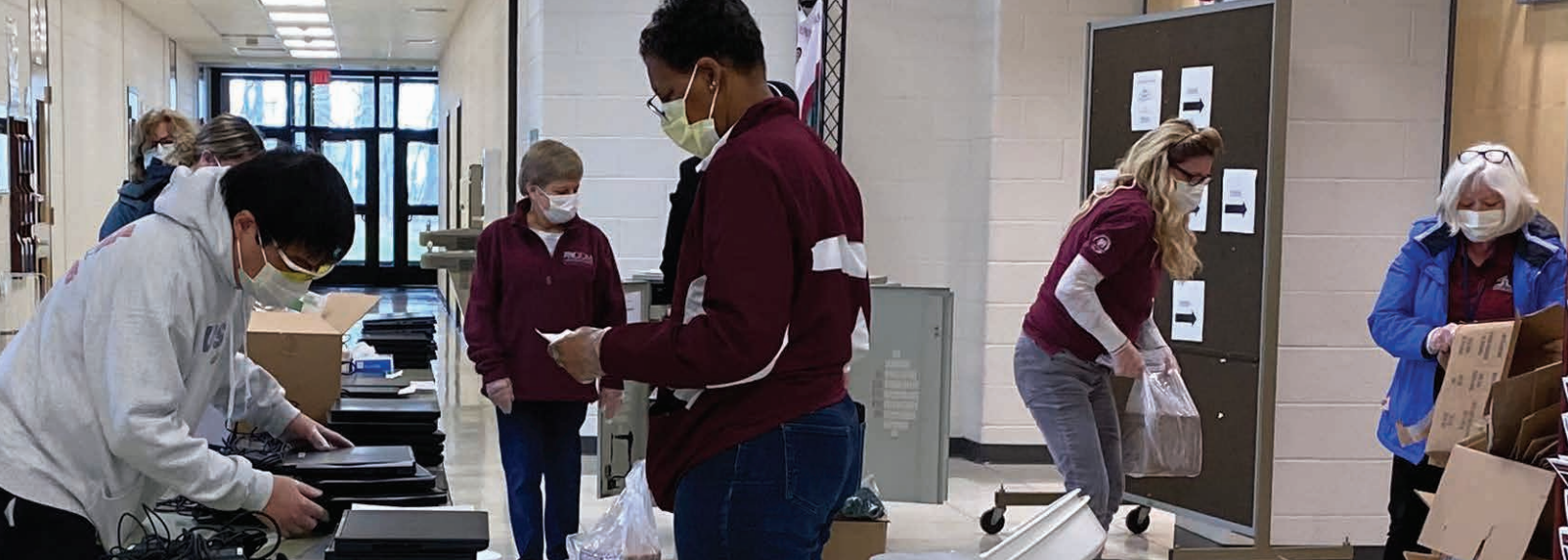


ADVANCED MANUFACTURING



“County College of Morris represents everything valuable in a community college, which is why it consistently ranks among the top schools in New Jersey. Certainly, that is a tribute to the dedicated efforts of CCM President Anthony J. Iacono, the college staff and the Board of Trustees. CCM’s quality and affordable programs not only serve students working to achieve four-year and graduate degrees, but also career-focused individuals who need the specific credentials and skills required by leading employers in the Garden State’s major industries. Always forward-thinking, CCM opened a state-of-the-art Advanced Manufacturing and Engineering Center this year to further support our expanding economy, diverse community and excellent quality of life. CCM has more than earned its place as one of the jewels people will find in Morris County.”

- Deborah Smith, Director
Morris County Board of
Chosen Freeholders



Dr. Bette Simmons and staff from the Division of Student Development and Enrollment Management assist in the distribution of laptops to students in need of technology as they transitioned to online learning.

MOVING ONLINE

It was spring break at County College of Morris (CCM), when New Jersey schools, colleges and universities were informed they needed to close to limit the impact of the COVID-19 pandemic. Without any advance notice, the CCM faculty responded quickly moving all classes online so students could continue their studies.

Along with moving all classes online, the college also converted all of its student support services, from Accessibility Services to Tutoring, to a virtual format. The college also loaned out equipment students needed to complete their studies, including laptops, webcams and even pottery wheels for a ceramics class.



A STUDENT'S PERSPECTIVE ON MOVING TO ONLINE LEARNING

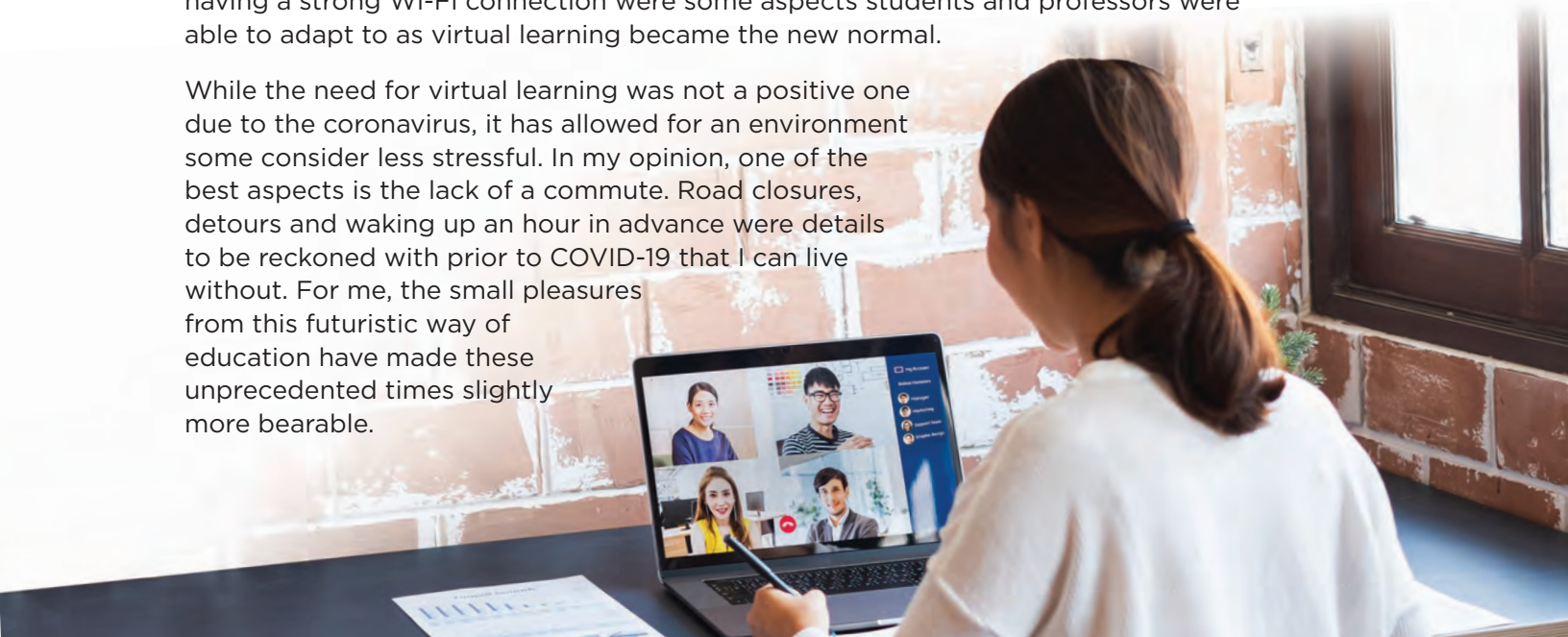
By Ronique Gatewood, CCM Journalism Major and Public Relations Intern

Movies paint the future with imagery of holographic television, teleportation and robots. Prior to March of 2020, most would not have anticipated society's arrival to the future through the virtual lifestyle our lives now revolve around. Virtual learning is a major change for students, educators and families across the nation. The shift from traditional schooling to virtual learning has its challenges, but many quickly became accustomed to that change.

The new online format enabled educators to find new avenues of creativity in their teaching styles. At County College of Morris, professors made the transition smoothly

by adding numerous accommodations as necessary, such as virtual office hours and extended deadlines. Ensuring that microphones were muted, cameras were on and having a strong Wi-Fi connection were some aspects students and professors were able to adapt to as virtual learning became the new normal.

While the need for virtual learning was not a positive one due to the coronavirus, it has allowed for an environment some consider less stressful. In my opinion, one of the best aspects is the lack of a commute. Road closures, detours and waking up an hour in advance were details to be reckoned with prior to COVID-19 that I can live without. For me, the small pleasures from this futuristic way of education have made these unprecedented times slightly more bearable.



A VIRTUAL COMMENCEMENT CEREMONY

While the Class of 2020, consisting of more than 1,200 students, was not able to have a live, in-person commencement ceremony, the virtual celebration the college held on YouTube was viewed by more than 2,000 people. Many graduates also posted photos on the college's Instagram account to celebrate their accomplishments.





ENGINEER GETS AN EARLY START ON HIS CAREER BASED ON HIS CCM EDUCATION

David Davis' passion for engineering was sparked as a child in Pará, Brazil. On his family's farm, he handled a range of tasks, including helping with the cattle and repairing machinery. With his father, he also constructed a hydroelectric turbine to provide them with electricity.

That experience sparked his desire to travel thousands of miles to learn more. As a result of the firm foundation he received at County College of Morris (CCM), Davis found himself recruited by a major engineering company before he finished his bachelor's degree at Rutgers. He credits the professors at CCM for his success.

"CCM professors take time to work with students individually to ensure they understand the material. I highly recommend CCM. Students receive a world-class education at a very reasonable cost."

- David Davis

"CCM professors take time to work with students individually to ensure they understand the material," he says.

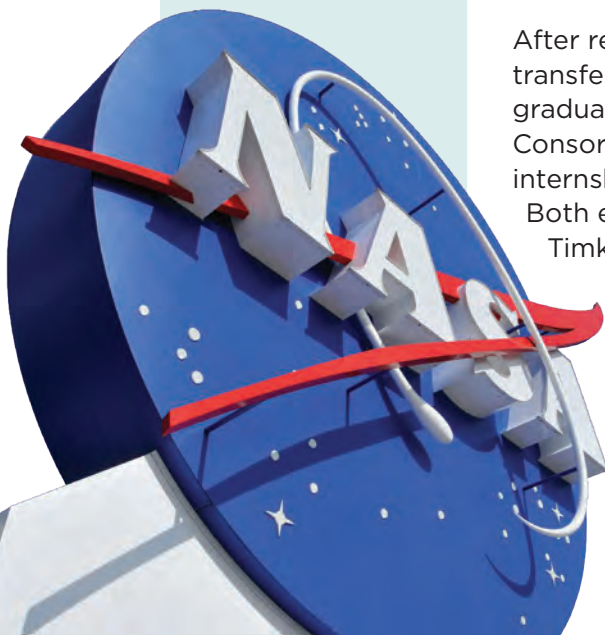
In high school, Davis knew he wanted to study mechanical engineering in the U.S. At age 17, he began studying at a university in Greenville, SC. Unfortunately, that school did not have the engineering program he desired. So he moved to Kinnelon where his siblings lived and at his sister's urging visited CCM.

"I met with Professor Venny Fuentes, who convinced me that CCM offers an education just as good as, if not better than, a university," says Davis of the chair of the Department of Engineering Technologies and Engineering Science.

After receiving his associate degree in engineering science, he transferred to Rutgers to earn his bachelor's. During his undergraduate years, he interned with the New Jersey Space Grant Consortium on a NASA funded fellowship. He also obtained an internship where he drafted mechanical layouts using AutoCAD.

Both experiences allowed him to build an impressive resume. The Timken Company pursued him while he was still at Rutgers after finding that resume online. They offered him a position where he designs the processes to manufacture large tapered roller bearings and creates programs to automate those processes. He also enrolled in a master's program focusing on robotics at Johns Hopkins University with financial assistance from Timken.

"I highly recommend CCM," says Davis. "Students receive a world-class education at a very reasonable cost."



GRANTS TO SUPPORT A HIGH-QUALITY EDUCATION

The Grants office, after exceeding the \$1-million-mark last year, hit another record in Academic Year 2019-20 as County College of Morris (CCM) received more than \$6 million to support academic and student support programs. Included among the grants were:

New Jersey Department of Education - \$434,717 Perkins Career and Technical Grant

To support career and technical education programs at CCM

U.S. Department of Education - \$357,190 over five years Child Care Access Means Parents in School

To provide childcare subsidies to eligible students so they complete their higher education

New Jersey Office of the Secretary of Higher Education - \$265,000 Community College Opportunity Grant - Capacity Building

To increase student success and reduce financial barriers to pursuing a higher education

National Science Foundation - \$235,000 Data Science Certificate Program

To meet the growing demand for data analysts and increase the number of women and other underrepresented students in information technology

THE CCM FOUNDATION

In Academic Year 2019-20, the Foundation, as a result of the generous supports of individuals and businesses, was able to:

- **Provide 329 students with scholarships** – an increase of 43 scholarships over the previous year
- **Award nearly \$300,000 to students** – an increase of nearly \$17,000 from the previous year
- **Establish the Titans Emergency Fund** to help students with unexpected expenses, such as car repairs, medical bills and housing

Make a Gift

To make a gift, go online to www.ccm.edu/donate or you can send a check to the CCM Foundation at 214 Center Grove Road, Randolph, NJ 07869.

For more information on ways to give, contact the Foundation office at 973-328-5060 or foundation@ccm.edu.

