



Good Evening, Colleagues.

The past few weeks have been exceptionally busy and unprecedented in many ways. I want all of our employees, full and part time, to know that I appreciate all you are doing, and are preparing to do, to relaunch our semester and support our students and one another like never before. I am honored to serve you and am incredibly proud of the professionalism, selflessness, creativity, and plain hard work that everyone has engaged in to support our students, each other, and our college. There is a tremendous amount of work that is occurring and, now more than ever, it requires new approaches and a remarkable amount of critical and creative thinking. I am confident, nevertheless, that we will manage this crisis effectively by working together and that we will emerge stronger than ever.

Although it would be impossible to list all of the recent accomplishments over the past few weeks, I want to highlight a number of the major standouts with appreciation. Please note, we will continue to highlight excellence across the campus in emails, social media, on our webpage, and in other formats. There is no shortage of great work being done by amazing people at CCM.

Plant and Maintenance: thank you for sanitizing and disinfecting our facilities. This required an enormous amount of hard work and was our first major step in protecting the health and well-being of our employees and students. Thank you for the long hours you have worked over the past few weeks as you stayed long past dark and arrived early the next day when it was still dark. Although we do not typically see you working during these hours, we know you are there and we appreciate you. Without you, none of us can do our job!

Department of Public Safety: thank you for working around the clock to keep the campus safe and for working with the Morris County Office of Emergency Management to support them in setting up a drive-through testing site on our campus.

Instructional administrators and faculty: thank you for working closely together and doing an extraordinary job moving all courses online or into other alternative delivery formats. This is a huge undertaking that requires significant effort, creativity, and commitment. I am inspired by the work you have done and I am deeply grateful. The creative solutions you have found, and the many supports you are putting in place for our students, is beyond expectation. Please know this college is here to support you and our students with the many unanticipated challenges that are certain to arise in the weeks ahead. I am confident that our students will continue to receive a superior education in your new virtual classrooms.

Library: Thank you for your eagerness to support student success. I know you are aligning resources and are ready to help promote learning. The passion that you show everyday for our students will now go digital with the same warmth and care you invest in every student seeking your help.

Business and Finance: thank you for moving all functions into an electronic environment, including payroll. I appreciate the exceptional team you are including the grants office who has been working with federal agencies regarding adjustments to our grants, our facility rentals office for working closely with dozens of community organizations to reschedule or cancel events that were to be hosted at CCM, and Purchasing for helping secure the items we needed to help us move CCM online.



Marketing and Public Relations Department: thank you for moving swiftly to set up our COVID – 19 website, posting updates regularly, managing our social media and working overtime on rebranding and marketing for summer and fall enrollment – no easy task in light of quarantines and travel restrictions – but as we manage the crisis we still have to think about our future, especially as it relates to our students and the communities we serve. Good communications is second only the decisions we make and you are doing a terrific job!

Institutional Systems (IS): thank you for the remarkable job you have done moving quickly to expand systems access to remote users, uploading and pushing out an almost unimaginable amount of software for employee and student usage, acquiring new software packages to make working remotely easier (monitor the resources page of the COVID-19 section of our website for an update on Monday). On top of these and other accomplishments that is keep us running, thank you for also installing a new server so the rest of us can do our best work in an uninterrupted manner and for managing a significant increase in malicious cyber activity. We will all do our part to avoid phishing scams and giving up our credentials.

Student Development and Enrollment Management: thank you for mobilizing very quickly to move your services online, for expanding TASC, and creating TASC + to support students as they have been doing and also to support students as a one stop call and resource center. Also, a huge thank you to registration, financial aid, and campus life. You have not missed a beat and have been supporting student needs throughout the break in this new format. It is wonderful to know that clubs and activities will continue online. This is very important since we know our students are seeking consistency in a highly disrupted environment.

Bookstore: Thank you for securing free e-textbooks. This will be essential to many of our students, especially since we know many will suffer increased financial hardships.

CCM Bargaining Unit Presidents and Representatives: Thank you for meeting with Cabinet and myself to help make and validate decisions. I appreciate your input.

CTL and Virtual Campus Services: Thank you for working continuously to support our faculty in online teaching and in the use of various technologies. We would not be ready for Monday without you. Thank you also for supporting our students so they too are prepared for success.

Student Accessibilities Services: Thank you for guiding our thinking on supporting all students and for the adjustments you have made in your department to help those you serve succeed. These students are very important and your advocacy, knowledge, and skills are resources they cannot do without.

Athletics: Thank you for making a very hard decision and for making it by putting our students first. I want to especially thank Athletic Director Jack Sullivan for leading statewide conversations on athletics during the COVID-19 outbreak. Your knowledge helped New Jersey's County Colleges make the right decision while also guiding NJCAA.

Workforce Development: Thank you for designing a book of alternative plans and then working very closely with the workforce community to keep as many things as possible moving forward. Much of Morris County's economic future is in your hands and your work, like that of others, is about to become more important than



ever before. Thank you for your amazing organizational skills and your overwhelming commitment to those who "want a job, want a better job, or simply want to do their jobs better."

Human Resources: Thank you for leading the development of our two new infectious disease policies and for making a myriad of changes to continue supporting the many daily responsibilities involving employee support. We are all counting on you to monitor and implement new support programs that are promised by the federal and state government.

CCM Foundation: Thank you for designing an online campaign to support our students and for taking the lead in creating an alternative commencement ceremony. Your role at CCM is always essential and it is about to become more important than ever. Our students need you and I know you will not let them down.

CCM's Administrative Assistants: Thank you, thank you thank you! You are central to all we do on any given day and that has only become more true in the past few weeks. I especially want to thank my admins Denise Bell and Joanne Hughes since they have been maintaining the same schedule as the COVID 19 Executive Team and have kept all of us on track. I know that our chairs and administrators feel as grateful about their assistants as I do, so to each and everyone of you, THANK YOU! We could not do our work without you. Some employees really do wear capes!

CCM's COVID – 19 Executive Team which consists of CCM's Executive Cabinet (Karen VanDerhoof, Bette Simmons, Patrick Enright, John Marlin, Vivyen Ray, Katie Olsen and Rob Stirton) Steve Ackerman, Kathleen Brunet, Dean Monica Maraska, Denise Bell, and Joanne Hughes have been working 15 hours or more a day for the past three weeks, including weekends, making an uncountable number of major and minor decisions and coordinating efforts that have to be resolved very quickly. They have also been participating in a never-ending number of local and state conference calls, receiving and sharing information, and advocating for our college. In short, this team has been exceptional. Thank you for always finding a way to yes.

Finally, I want you all to know that CCM's Board of Trustees have also been working very hard and have given generously of their time and expertise. They continuously make themselves available during the early morning hours, late evenings, and anytime in between. Their work on reviewing and making policies and their support of our financial status is to be applauded. These men and women volunteer an average of 15-20 hours per week and care as deeply about CCM as we all do. They are among our best behind the scenes heroes.

Among the many lessons learned, these past few weeks have reinforced the fact that when people care and work together they can achieve anything. Again, my thanks to all CCM employees. We would not be the college we are with you! I look forward to sharing more highlights like this in the future. It would be impossible to thank you all enough.

Respectfully,  
Dr. Iacono