

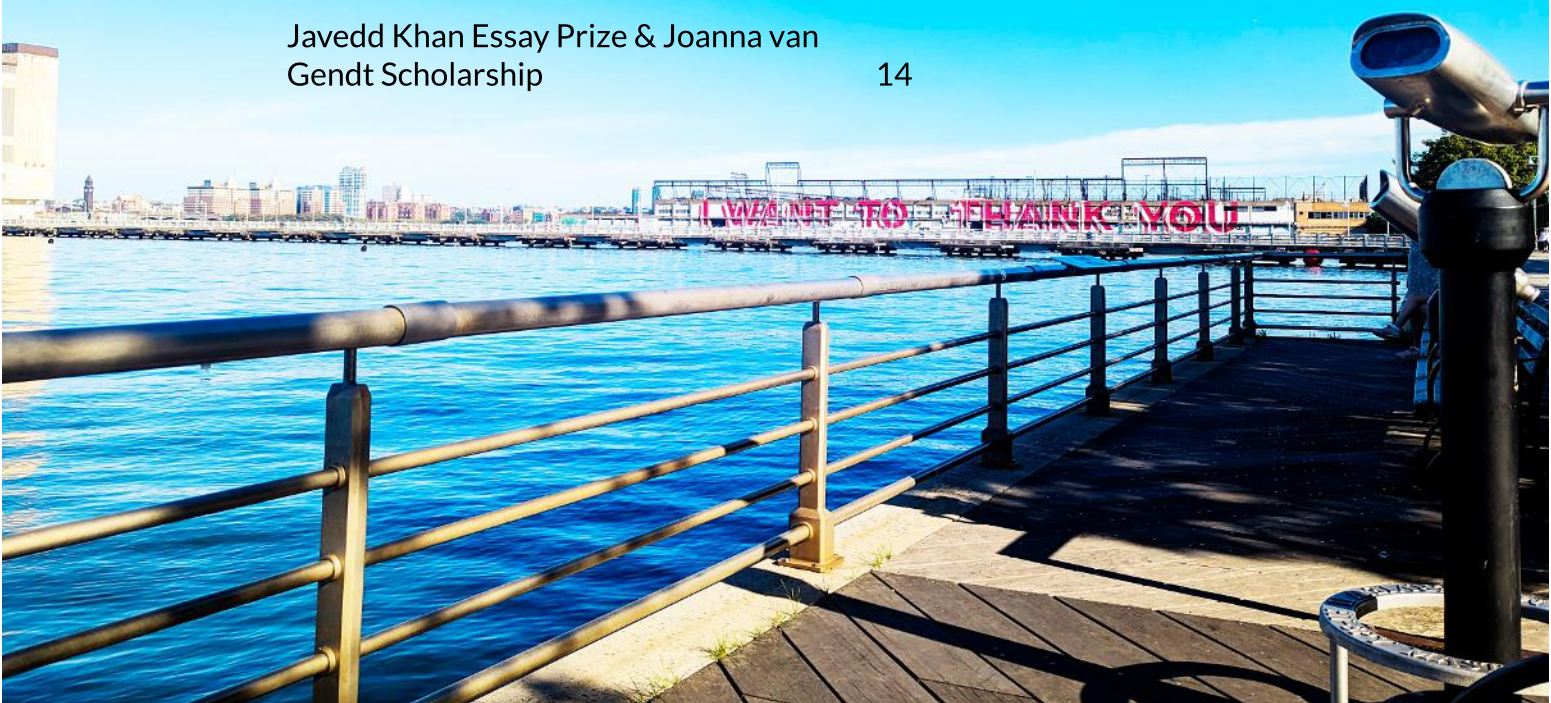
THE UNION FORWARD

HCCC PROFESSIONAL ASSOCIATION NEWSLETTER

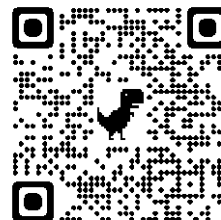
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Also Inside: How to Join the HCCC Faculty Professional Association • Student Life and Leadership Academic Collaboration Grant



For a digital copy, scan the QR Code.





Letter From the PA President Pro Tem's Desk

Lauren Drew

Dear Faculty Colleagues,

This semester, it has been my privilege to serve as President Pro Tem, in for our standing President, Michael Ferlise. I am very glad to share that Michael fully expects to return in the spring and resume his role as President of the Professional Association.

Our sincere thanks to Dr. Sirhan Abdullah, who has served in my place as Vice President, and has led the effort to draft a proposal for fully including nurses in our contract, and to Karen Hom-Galli, for serving as our Corresponding Secretary this semester. She not only handled the PA's correspondence, but also served as the PA's rep on the Calendar Planning Committee, Chaired the PA's Tenure and Promotion Prep Committee, and Co-Chaired a PA-Admin Working Group on research into the need for tenure-track lines, whose important work will continue into spring 2024. Thanks also go to Gilda Reyes and Claudia Delgado for their continued exceptional service as Recording Secretary and Treasurer, respectively. It is a testament to the strength of our union that when one member is out, others are ready, willing, and able to keep our union as active and strong as ever.

As we reported in the last issue of *Union Forward*, the PA continues to extend its reach beyond our College, participating in solidarity with other unions at the county and state level. Our Political Outreach Committee has strengthened its connections with the Hudson County Educational Association, its Legislative Action Team, and the NJEA. This summer, members of our Political Outreach Committee went on the road to Trenton and participated in an NJEA Lobby Day, stopping legislators in the hallways to urge them to support two issues: increased funding for community colleges and expanded sick leave for public school employees, both of which succeeded. The 2024 fiscal year budget signed by Governor Murphy includes a \$20 million increase for county colleges, and the new law affords public school employees expanded reasons to use sick leave, including the ability to use sick days for preventative care, to care for family members who are ill, and for other family obligations.

Here at home, our union remains committed to ensuring that our members' voices are heard, our contributions are recognized, and our rights are protected. This is a collective effort, which requires *all of us* to devote our time to the union in solidarity with our colleagues. Thanks to each and every one of you who has served as a PA representative, chaired or contributed to a PA Committee, written a newsletter article, attended and participated in an important college-wide discussion or open forum, worked on a PA project, or nominated a colleague for an award. Together, we stand as professionals who support one another, our mission as educators, and our shared principles.

Next semester will mark the beginning of preparations for our 2025 contract negotiations, and we will again be counting on the collective wisdom, energy, and commitment of our members to drive us. If you have issues you would like to see addressed in the next contract, please bring them forward. In the spring, we will begin forming working groups to research and draft proposals.

Our union derives its strength through the active engagement of our members – individuals who form a collective voice and unite in solidarity with one another. Together, we have made a difference and will continue to make one.

All the best to you and yours over the winter break.

In solidarity,

Lauren



Treasurer's Report

Claudia Delgado

Dear Members,

I am pleased to present to you our annual report for the HCCC Professional Association as of December 2023.

As of December 2023, our financial status is as follows: \$10,319.32 in our checking account and \$25,763.15 in the Certificate of Deposit (CD), totaling \$36,082.47. In March, we closed two previous CD accounts and opened a new one with a deposit of \$25,000 at a favorable rate of 4% for a 13-month term. Since March 2023, we have earned \$763.15 in interest on this new Certificate of Deposit.

During the past fiscal year, our union received a total of \$14,860 from NJEA through our members' contributions. In dedicated pursuit of our union activities, we expended \$11,057.61. Notably, a portion of these expenses, amounting to \$5,934.35, was reimbursed to us by our college president's office and NJEA, a testament to the collaborative financial support that enables us to effectively serve our union members.

I am pleased to report that we successfully filed the Local Association Financial Assistance Program (LAFAP) before the November 1st deadline. Our diligent work was reviewed and signed off by a certified accountant and has been officially accepted by the New Jersey Education Association (NJEA).

We are also actively addressing a challenge that surfaced in recent months. As you know, our non-profit status was revoked by the IRS due to an unforeseen issue related to our state tax filings by the NJEA. Despite our collaboration with NJEA, it appears there was an issue with the inclusion of our organization in their group filing for state taxes, resulting in the revocation of our non-profit status. Our team is in close communication with NJEA, and we are working collaboratively to resolve the issue with the IRS to reinstate our non-profit status ASAP.

We appreciate your continued support and understanding and remain steadfast in our commitment to financial transparency, responsibility, and accountability to our members.

Sincerely,

Claudia Delgado

Treasurer HCCC Professional Association.

Why Climb Without Safety Equipment?

Benedetto Youssef

Before starting at Hudson County Community College, my professional experience was limited to full time teaching at the high school level, and adjunct instruction at the college level. And while working as an adjunct sparked my drive to become a full time professor, it certainly wasn't without its challenges.

I was lucky enough to have union representation at both of my jobs, and I would often hear whisperings of "well the union will have our backs" when faced with certain challenges. On a personal level, however, outside of contract renewals, I was just another cog in a system that was seemingly too large to care. I never met anyone from the union, I was never asked about my experiences, and I was never offered any platform for voicing my concerns. My support came predominantly from a few mentors that I worked with.

Joining Hudson County Community College as a tenure track member of the faculty, I wasn't sure what to make of the Professional Association. My experiences with unions had thus far been lackluster, and I had more "important things" to allocate my mental bandwidth toward: creating curriculum, trudging through the onboarding process, meeting new coworkers, learning new procedures, and—of course—gawking at the ostensibly indomitable peak known as the tenure process.

I attended the tenure orientation, and while it was helpful to glean insight from the administration, I was still desperately nervous about the tenure "binder," an artifact of great importance that would ultimately help decide whether or not I was able to continue my career at Hudson after spending four years as a full time instructor.

"Write everything down."

"Keep a digital folder of all of your contributions to Hudson."

"Take a bunch of pictures—save everything."

"Get involved!"

I was, of course, grateful for any guidance, but as the semester unfolded, I remember waves of anxiety lapping at my ankles, pulling me here and there while classes and grading necessitated the bulk of my focus. I tried implementing the advice I was receiving, but at times I felt like a mad artist, alone in a dark room with indeterminate cans of paint for me to throw onto a shadowy canvas...

Would the end result even resemble art?

I began attending Professional Association meetings, where I met some of the faculty leaders, current tenure track faculty, and other peers who'd already achieved tenure. I finally felt like I had a voice and a safe space to ask questions; I was excited to hear about an upcoming tenure preparation event being hosted by the Professional Association.

There were wonderful sandwiches, sushi, and tasty bites at the event. Most importantly, the union and its members were there to really dive into the tenure process, even going as far as to show us previous binders from now tenured faculty. The waves of anxiety have since waned, I'm happy to admit.

And though I'm only a semester closer to cresting mount tenure, the Professional Association has become my harness, rope, and map. They turned a daunting climb into a guided ascent, making the dream of tenure seem not just possible, but within reach.

From 'The Black Table'

Jeanne Baptiste

The Black Faculty Caucus (BFC) is now in its third year. This Fall 2023, Bernard Adamitey was elected Secretary, mentored by the former Secretary Dr. Velino Joasil; and Daniel Ondieki is the Treasurer, mentored by Dr. Jerry Lamb the previous Treasurer. In the interest of continuity, Dr. Jeanne P. Baptiste was re-elected Chair, but the ultimate goal is to ensure succession and sustainability by mentoring and coaching the younger faculty into leadership roles.

The BFC continues its aim to integrate seamlessly into HCCC's framework. At present, the BFC is deeply entrenched in the Racial Equity Leadership Academy's (RELA's) mission to foster black excellence by closing equity gaps for African American/black male students and improving their graduation rate. Previous to the RELA project, in an effort to increase recruitment, retention and graduation of all African American/black students, Dr. Jerry Lamb had designed a survey to poll African American/black students. It is fortuitous that this survey was available for the RELA project. It was revised by John Scanlon with input from the BFC and used in November 2023 to poll African American/black male students. Dr. Jerry Lamb then conducted focus groups with some of the respondents and presented an initial report to the extended RELA team.

Under the coordination of Dr. Velino Joasil and with the assistance of Dr. Patricia Jones-Lewis, Lester McRae, Fidelis Foda Kahouo, Dorothy Anderson, Bernard Adamitey, and Daniel Ondieki, the BFC has planned a number of events for Spring 2024, including for Black History Month: activities in STEM, a panel discussion, a Soul Food gathering, distribution of academic and community awards, and a student ambassador program.

The BFC remains appreciative of the support and inclusiveness of HCCC's leadership, primarily our progressive president Dr. Chis Reber; VP of Academic Affairs, Dr. Darryl Jones; VP of DEI, Dr. Yeurys Pujols; Director of Advisement, Dr. Gretchen Schulthes; VP of Institutional Research John Scanlon; Director II, Institutional Research, John Urgola; Eric Adamson and the PA newsletter crew for the space and their patience; the entire institutional teams, and the rest HCCC family.

Safe and Happy Holidays from the BFC.

Hudson County Community College

BLACK FACULTY CAUCUS



HCCCBBLACKFACULTYCAUCUS

Tenure and Promotion Announcements

The faculty members at HCCC accomplish many amazing things, but one of the most exciting is being awarded tenure and promotion. To make it through the process is no easy feat. Congratulations to Dr. Jeanne Baptiste!

Tenure

Dr. Jeanne Baptiste



Jeanne P. Baptiste holds a BA and an MA in English Literature from Rutgers-Newark; and a PhD in Women's and Gender Studies from Rutgers-New Brunswick. She has more than twenty-five years' experience in teaching and leadership (inter)nationally. In 2015, Javedd Khan hired her as an Adjunct at HCCC to teach College Composition and Developmental Writing. Jeanne has since added Cultures and Values, Business Writing, Introduction to Literature, and African American Literature to her portfolio. She received a NISOD Excellence Award as well as a League for Innovation in the Community College Excellence Award (Teaching Leadership). She has served on the Space and Facilities Committee and serves on the Board for the Center for Teaching Learning and Innovation and on several working groups. She is the Chair of the Academic Senate and the Chair of the Black Faculty Caucus. She is also the faculty representative on the Racial Equity Leadership Academy's core team of five. Her pedagogy is framed primarily by her feminist lens; and her research focuses on matrices of identity: gender, sexuality, race, ethnicity, and Islam. She has published a chapter in *Islam and the Americas* edited by Aisha Khan. During the winter and summer breaks, Jeanne continues her gender work in her home country Trinidad and Tobago to eliminate violence against women and girls.

Student Life and Leadership's Academic Collaboration Grant Funding

Student Life and Leadership earmarks thousands of dollars every semester to support co-curricular events at HCCC, including guest speakers in the classroom, off-campus site visits and trips, and more. These events support the office's mission of educating and engaging the whole student through high-quality activities that complement and enhance the academic experience.



Want to take your students to a museum? Want to bring a speaker into your classroom? Student life can help make this happen. The Student Life team can help you organize your event, arrange transportation, and try to fulfill any additional needs.

To get started on a collaboration, reach out to vgerosimo@hccc.edu with the details of your request or any questions you might have.



Report Out: 2023 NJEA Convention *Tony Acevedo*



Professor Tony Acevedo and Dr. Chris Reber at the 2023 NJEA Convention.

Professor Tony Acevedo attended the 2023 NJEA Convention as a representative of the HCCC Professional Association for the NJEA High Education Members Luncheon. Alongside HCCC President Dr. Christopher Reber, the luncheon was for "higher ed members and supporters to participate in an interactive panel discussion regarding the positive impacts of effective labor management relations on campus."

Professor Acevedo discussed the contrast between the morale of our faculty with the previous college administration and highlighted the grassroots efforts of the faculty to revitalize the union from the ground up with new initiatives, committees, and events. He also discussed the intensive work of preparing for contract negotiations and how this labor led to two extremely successful contract negotiations and a separate negotiation for coordinator positions.

Dr. Reber discussed his personal journey through higher education and the two major points of focus of his presidency - diversity, equity, and inclusion and student success. He also emphasized his commitment to a non-adversarial relationship with the Professional Association.

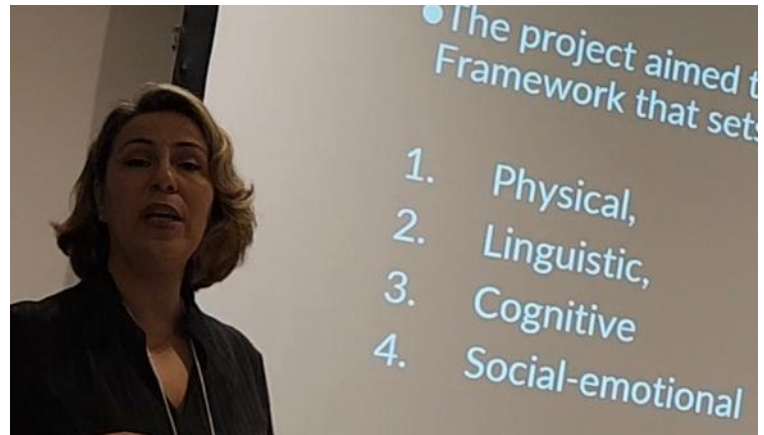
In Case You Missed It: Past Events, Achievements, and Activities

Faculty members at HCCC are always up to something. We know you are busy so some of the amazing things our faculty are working on might slip past your radar. We are featuring recent and past events in this space, just in case you missed it.

HCCC Represented at IAFOR in Barcelona



ESL Associate Director Pat Barroero, ESL/Bilingual Instructor Saliha Yagoubi, and ESL Assistant Professor Eva Kozlenko attend IAFOR.



ESL/Bilingual Instructor Saliha Yagoubi presents at IAFOR.

Hudson County Community College has been internationally represented for the first time at The International Academic Forum (IAFOR).

ESL/Bilingual Instructor Saliha Yagoubi, ESL Assistant Professor Eva Kozlenko, and the ESL Associate Director Pat Barroero were the chosen few who represented the School of Humanities and Hudson County Community College in the 4th Barcelona Conference on Education (BCE2023).

Instructor Saliha Yagoubi gave two presentations: Oracy in the Classroom: Adapted Strategies for ESL Students and Teaching ELL Students Lifeskills for College and Beyond.

Assistant Professor Eva Kozlenko shared: Teaching Critical Thinking or Thinking Academically, and Associate Director Patrizia Barroero presented: Four Practical Strategies to Teach the Main Idea to ESL College Students.



Dr. Christopher Cody attends the Oral History Association Conference

Oral History Association Conference

On October 21st Dr. Christopher Cody presented at the Oral History Association conference in Baltimore, MD. The presentation was entitled "Making History: Oral History Projects at Hudson County Community College" and it appeared on the panel entitled "College Student Learning Experiences." In his presentation, Dr. Cody discussed the oral history project he assigned to his HIS-106-US II Honors students last semester.

STEM School Conducts Summer Research Program



Dr. Clive Li, Dean Burl Yearwood and students from the STEM Summer Research Program

This summer, the STEM Division at Hudson County Community College provided local high school students with the opportunity to conduct seven-week hands-on research. Guided by experienced faculty and staff, including Professor Clive Li students used sophisticated laboratories to solve industrial or fundamental research problems. Yamanni Tay from Jose Marti STEM Academy worked on “The Effect of Lemongrass Essential Oil on Antimicrobial Efficacy with Dough”. Montserrat Ramon, also from Jose Marti STEM Academy, worked on “The Effect of Thyme Oil on the Antimicrobial Properties of Ethylene Vinyl Acetate Copolymer (EVA) Plastic”..

HCCC Environmental Visits Mushroom Farm

HCCC's Environmental Club, in collaboration with the STEM and Chemistry Clubs, enjoyed a Mushroom Tour on Thursday, October 12th. Our students visited the local mushroom farm LifeCap Farms in Jersey City, where they learned all about urban indoor mushroom growing. After an interactive introduction on how mushroom substrate is prepared, they went on a tour to see various stages of the mushroom life cycle. Many topics including but not limited to cooking tips, health benefits, environmental impact, and volunteer opportunities were discussed.

Culinary Arts Dinner



Chef Marissa Lontoc, Professor Sonja Rodiger and students attend the Culinary Arts Dinner

Imagine being treated to a five-star, white tablecloth, exquisite 4-course dinner after a long day of work and/or classes. Professor Rodiger and some of her ESL College Course Workshop students had the opportunity to enjoy this special treat on November 14th and November 21st thanks to a collaboration with Chef Marissa Lontoc and her Advanced Tableservice class.



Every delicacy served was a feast for the eye as well as the palate. The experience truly felt like being in a Michelin star restaurant in Paris - actually, what made it even better was the fact that the meal ended with dessert instead of with the hefty check it rightfully deserved! Thank you, Chef Lontoc and everyone involved in this memorable delight.



Professor Sonja Rodiger and students attend the Culinary Arts Dinner

Rise and Voices of Alumni

On November 16th, Professor Rodiger's ENG 101 Composition I Class tuned in to 'Rise and Voices of Alumni' to listen to Marian Betancourt's fascinating journey from Level 1 ESL Student to Student Success Coach for NJ Reentry Corporation. The students were able to identify with the struggles and challenges Marian faced along the way as much as they were



inspired by her perseverance and success. Having taught Marian in ESL Reading IV and Speech, the talk was also a special treat for Professor Rodiger who feels that students' success is an instructor's biggest and most gratifying reward.

Environmental Club Indoor Rock Climbing



Dr. Clive Li and the Environmental Club scaled the walls during an indoor rock climbing event.



ESL Summit at Bergen Community College

On Saturday Nov. 10th ESL/Bilingual Prof. Saliha Yagoubi attended the 2nd ESL Summit at Bergen Community College. During this one-day Summit, Best Practices in Teaching ESL at New Jersey Community Colleges were discussed, and the topics presented touched upon a variety of current issues and challenges of teaching ESL. Prof. Yagoubi attended the presentations, the discussion panels, and roundtables where she shared her own perspectives on teaching ESL with her fellow colleagues from different colleges.



ESL/Bilingual Instructor Saliha Yagoubi and ESL Associate Director Pat Barroero attend the ESL Summit.

Prof. Yagoubi had previously attended the 1st ESL Summit that took place in Spring 2015 at Middlesex County College where she co-presented: Forging New Curricular Paths: Learning Communities, Condensed Courses, and Certificates, and she is looking forward to participate in the 3rd ESL Summit, hoping it will take place at Hudson County Community College in the future.

HCCC Alumni Association 2023 Holiday Food Drive



Professor Rodiger with students.

Professor Rodiger's students in ESL Level III Reading/Academic Discussion, Level IV Reading, and ENG College Composition I have shown their caring and generous personalities: On 11/16, five of the many contributing students dropped off several bags filled with non-perishable items for the HCCC Alumni Association 2023 Holiday Food Drive. While the students and Professor Rodiger were happy to give, they were also deeply moved by the heartfelt thank you they received from Mrs. Maria L. Saramiento, Alumni Manager.

2023 Community College Innovation Challenge



Dr. Clive Li presented their innovative project at Capitol Hill. The team had a chance to meet with the NSF undergraduate education director Celeste Carter, the president of AACC Walter Bumphus, a congressman and other professionals. Although the team ideas are very innovative, and the presentation went well, the team were not selected as the top three. HCCC will join the competition again next year. NSF/AACC recognized our college for the exceptional effort in supporting students in STEM innovation and being selected as a finalist team and awarded a plaque to HCCC.

GS-LSAMP STEM Research Conference



Dr. Clive Li, Dr. Gunes Senturk, and Professor Fidelis Foda-Kohouo with students from the B2B program.

On October 13, 2023, students from the B2B program at HCCC attended the GS-LSAMP STEM Research Conference at Rutgers University in New Brunswick, NJ. The conference provides a platform for our students to showcase their hard work and dedication. This event not only celebrates their achievements but also fosters a sense of accomplishment and confidence among the students. Moreover, it allows them to interact with peers, professors, and professionals in their respective fields, promoting networking and the exchange of ideas. Under the guidance of their advisors Dr. Clive Li and Dr. Gunes Senturk, and with the coordination of Professor Fidelis Foda-Kahouo, the students' projects are not only a testament to their academic prowess but also a reflection of the college's commitment to nurturing future leaders and innovators.

HCCC Professional Association Members Go to Trenton



Michelle Vera, Lauren Drrew, Michael Ferlise, and Mohammad Imam Lobby with NJEA Reps.



Michelle Vera, Lauren Drrew, Michael Ferlise, and Mohammad Imam at the State House.

HCCC Faculty Attend Foundation Gala



Professor Karen Hosick with students and guests of the Gala.



Dr. Clive Li at the Gala.



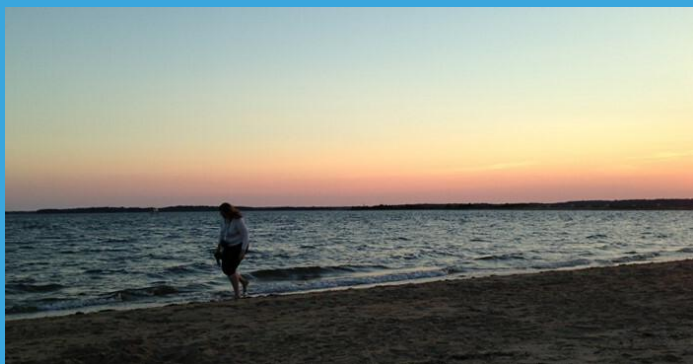
Professor Lester McRae makes an entrance.



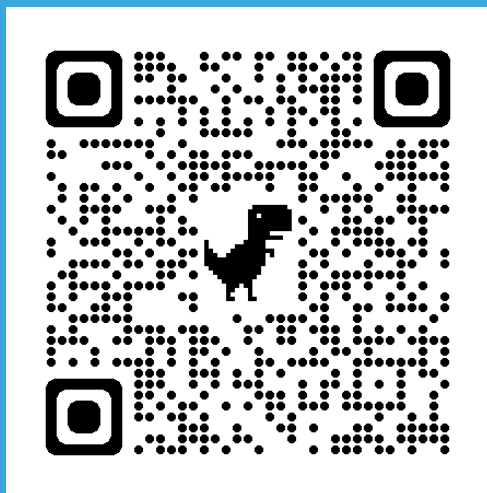
The Chefs responsible for the fantastic food at the Gala.

The Johanna van Gendt Scholarship

The Johanna van Gendt Scholarship was established by Shannonine Caruana and the Development and Planning standing committee of the All College Council in honor of Johanna van Gendt, a professor at HCCC who passed away in 2017. Johanna was a beloved member of the HCCC community and the scholarship seeks to honor her life by providing money for students who have been through the ESL program.



If you are interested in donating to the scholarship, donations can be made to the HCCC Foundation with a specification that the donations go to the Johanna van Gendt scholarship. The QR Code will take you to the donation website.



The Javedd Khan Essay Prize

The Javedd Khan Essay Prizes are awarded in memory of Professor Javedd Khan, who for many years was a beloved teacher of writing, humanities, and moral issues. He was well-known for his insistence that students reach deep into their minds to communicate on issues of cultural importance. He demanded high levels of commitment from his students and refused mediocrity in all its forms. At the same time, his approach was good-humored and empowering. These qualities together earned him much support from students.



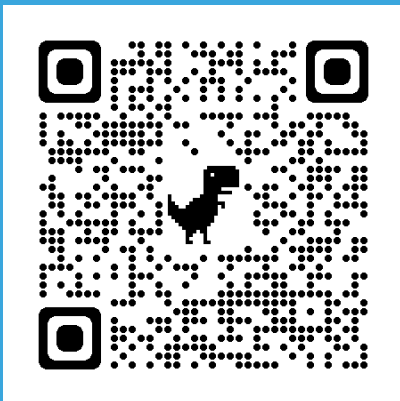
The Javedd Khan Essay Prizes will be awarded to applicants who demonstrate qualities Professor Khan admired, encouraged and developed in his students: commitment to hard work in their own advancement, and a desire to engage as intelligent, well-informed adults with the world around them.



For more detailed information and application form, use the QR code above.

Join the HCCC Professional Association!

The Professional Association, commonly referred to as “the PA,” is the union of the Full-Time Faculty at HCCC. We represent all Full-Time Faculty of HCCC, including instructors, assistant professors, associate professors, and professors. This includes grant-funded instructors and temporary Full-Time Instructors, who are welcome to attend PA meetings.



Joining is easy! The membership application can be completed online by using the QR code above.

Most of the form is straightforward. If any assistance is required when filling out the form, potential members can reach out to the Membership committee chair Laura Samuelsen at lsamuelsen@hccc.edu

Professional Association Membership

A union is only as strong as its members! Like any union, we believe that we are stronger united in solidarity with one another. As a member of the PA, you are part of a community of Full-Time Faculty who have each other's backs. You can be confident that your rights will be protected and defended. You have a voice about issues that concern you, your work conditions, and the integrity of your profession. You have the right to vote on contract ratification and to elect executive officers to represent you and your interests.



HCCC Professional Association members attend the Faculty Recognition Dinner in May, 2022.

Aside from what our local offers, the NJEA provides legal support, a network of other organized professionals (including other unions at New Jersey community colleges), targeted training and workshops, a field representative who joins us at the bargaining table and provides continuous support and advice, funding for our local's events and initiatives, political action at the state and national level which has an important influence on educational policies, and many other services.

For a full description of the benefits, visit <https://www.njea.org/join-njea/>

Professional Association Executive Officers

Lauren Drew | President Pro Tem

Sirhan Abdullah | Vice President

Claudia Delgado | Treasurer

Karen Hom-Galli | Corresponding Secretary

Gilda Reyes | Recording Secretary

Professional Association Committees

Compliance

Laurie Riccadonna | Chair

Alison Bach

Kathryn Buckley

Faculty Recognition

Kathryn Buckley | Chair

Catherine Sweeting

Antonio Acevedo

Faculty-Student Relations

Raffi Manjikian | Chair

Christopher Cody | Vice Chair

Saliha Yagoubi | Secretary

Perennial

Angela Hebert | Chair

Jeremiah Teipen | Designer

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Laura Samuelsen | Chair

Abdullah Matari | Vice Chair

Clive Li | Vice Chair

Raffi Manjikian | Secretary

Newsletter

Eric Adamson | Chair

Alison Bach

Karen Hom-Galli

Heather Connors

Benedetto Youssef

Tenure & Promotion Preparation

Karen Hom-Galli | Chair

Peter Cronrath

Elana Winslow

Carrie Rong Xiao

Political Outreach

Michael Ferlise | Chair

Cathie Seidman

Sirhan Abdullah

Lauren Drew

Raffi Manjikian

Michelle Vera

School Within A School

Sean Egan | Facilitator

Antonio Acevedo | Assistant
Facilitator

Angela Pack

Catherine Sweeting

Kade Thurman

Christopher Cody

Michael Ferlise

Michelle Vera

Karen Hom-Galli

Feedback, Questions, or Want to submit for The Union Forward?

Contact the editorial team at eadamson@hccc.edu

Pictures given courtesy of the featured faculty, Student Life, HCCC Libraries, and HCCC Communications