

**GLOUCESTER COUNTY COLLEGE**  
**1400 Tanyard Road**  
**Sewell, NJ 08080-9518**

**June 6, 2012**

**WORK & REGULAR SESSION MINUTES**

Chair Gene J. Concordia called the Work Session of the Board of Trustees of Gloucester County College to order at 6:17 p.m. in the Library Board Room.

**Members Present:**

Mr. Gene J. Concordia, Chair  
Ms. Yolette C. Ross, Vice Chair  
Mr. Douglas J. Wills, Esq., Treasurer  
Mr. Andrew A. DiNardo  
Ms. Jean L. DuBois  
Mr. Robert L. Bumpus  
Dr. James Lavender  
Mr. Fred Keating, ex-officio

**Members Absent:**

Dr. George J. Scott  
Mrs. Virginia Scott

**Advisors Present:**

Mr. Christopher Gibson, Esq.  
Dr. Geraldine Martin

**Cabinet Present:**

Ms. Judy Atkinson  
Mr. Nick Burzichelli  
Ms. Patty Claghorn  
Mr. Joseph Getsinger  
Ms. Beth Hall  
Mr. John Henzy  
Ms. Danielle Morganti  
Mr. Josh Piddington  
Ms. Eileen Shute

Board Chair Gene J. Concordia called the meeting to order at 6:17 p.m. and Meg Resue, Executive Assistant, Board of Trustees recorded roll. Chair Concordia acknowledged Dr. Geraldine Martin, Faculty Board Representative, and noted in the audience the Board's former Student Government Representative, Mr. Mike Rossini. The current Student Government Representative, Nathan Anderson, was absent due to a prior commitment.

At this time, Mr. Concordia asked Mr. Keating to proceed with the President's Report (attached). President Keating discussed the following items:

- Board of Trustees Policies
- Middle States Mid Term Report

## WORK & REGULAR SESSION MINUTES

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- Capital Issues Update
- Rowan University Proposal Update
- Budget Review
- Enrollment Profile (attachment)
- Academic Programs
- Other

After the conclusion of the President's Report, President Keating asked **Ron Case**, Athletic Director / Dean, HPER, to set up the introduction of the coaches and members of Men's Tennis Team, winners of the 3<sup>rd</sup> Consecutive NJCAA Div. III National Championship, and the Women's Track & Field Team as 3<sup>rd</sup> place award recipients at the NJCAA Div. III National Track & Field Meet in Alfred, NY.

Assistant Athletic Director/ Men's Tennis Coach, **Brian Rowan**, introduced the members of the Men's Tennis Team and commended them on their team effort as well as their proficiency in the academic arena. He said the team managed to keep expectations in check and rose to the occasion as witnessed by their success on the court. The team members present were: **Aaron Williams, Shamell Martin, AJ Moore, Donovan Vassalotti, Dan Hays, Dan Semler, Jon Sjolander.**

Head Track and Field Coach, **Ryan Hughes** and Assistant Coach, **Joe Kalnas**, introduced **Christina Lees** as a Track & Field Individual National Champion in pole vaulting. It was also mentioned that Ms. Lees is not only an excellent athlete, but an excellent student as well.

Photographs were taken by staff member, Dave Coates, Coordinator, Instructional Technology, as a reminder of the occasion.

Before the presentation by the Public Relations department got under way, President Keating & Chairman Concordia presented GCC's Public Relations and Marketing department with an advertising merit award. The winning advertising piece was titled, "On Break? Squeeze in a Winter Class", which was entered in the 27<sup>th</sup> Annual Educational Advertising sponsored by Higher Education Marketing Report. The Educational Advertising Awards is the largest educational advertising awards competition in the country with over 2,900 entries received from more than one-thousand colleges, universities and secondary schools. The Board congratulated the Public Relations department on this notable achievement.

### Presentation – Public Relations: End of Year Review

Ms. Eileen Shute handed out a bound booklet of the "Public Relations and Marketing Campaigns – January 1 to May 30, 2012". She then showed a short advertising video explaining Dual Advantage. President Keating noted how the booklet illustrations a timeline of the College's progression and how the College will ultimately present itself when the Fall semester arrives. The Board was impressed by quality and volume of work coming from the department that consists of the following individuals: Eileen Shute, Director, Public Information, Marketing & Recruitment; Andrea Stanton, Administrator, Public Relations & Marketing; Susan Weiss, Administrator, Publications; Victoria Gall, Coordinator, Public Relations & Marketing; and Kathleen Malloy, Assistant, Public Relations & Marketing.

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As there was no Executive Session, a break was taken, after which the Board Chair called to order the Regular Session at 7:11 p.m. and Ms. Ross led the Board in the Pledge of Allegiance. Roll call was retaken at this time by Meg Resue, Executive Assistant to the Board of Trustees; attendance remained the same as stated above.

### **COMMUNICATIONS**

NONE

### **ACCEPTANCE OF MINUTES**

Chair Concordia declared the May 3, 2012 Work and Regular Session Minutes approved as presented.

### **FACILITIES/PROPERTY**

#### Bid Waiver: Purchase through State Agency

On the recommendation of the President, Mr. Wills made a motion, seconded by Ms. Ross, unanimously approving a resolution for purchases made under the State of New Jersey Cooperative Purchasing Program (list attached).

#### Contract Awards: Purchase & Delivery of Custodial/Electrical Supplies

On the recommendation of the President, Mr. Wills made a motion, seconded by Ms. DuBois, unanimously awarding contracts for each individual line item to the lowest responsible bidder for a total proposed award amount of \$107,634.74. Contracts to be awarded as follows:

| Company Name              | Total Amount        |
|---------------------------|---------------------|
| Billows                   | \$1,078.75          |
| Broadway Electric         | \$1,779.14          |
| Calico Industries         | \$11.28             |
| Camden Bag & Paper        | \$6,856.00          |
| Fairlite Electrical       | \$8,937.70          |
| General Chemical & Supply | \$858.36            |
| Graybar Electrical        | \$1,314.84          |
| INDCO                     | \$4,278.56          |
| Interboro Packaging       | \$21,384.00         |
| Interline Brands          | \$53,717.96         |
| Standard Maintenance      | \$18.15             |
| Unipak                    | <u>\$7,400.00</u>   |
| <b>Grand Total</b>        | <b>\$107,634.74</b> |

## WORK & REGULAR SESSION MINUTES

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### FACILITIES/PROPERTY – (con't)

#### Contract Awards: Purchase & Delivery of Athletic Equipment & Supplies

On the recommendation of the President, Mr. Wills made a motion, seconded by Mr. Bumpus, approving a resolution awarding contracts as follows:

| Company Name           | Total Amount       |
|------------------------|--------------------|
| Ampro                  | \$38,354.25        |
| Collins Sport Medicine | \$534.24           |
| Gym Source             | \$2796.00          |
| M-F Athletics          | \$392.10           |
| Medco                  | \$599.62           |
| Sport Supply Group     | <u>\$12,363.17</u> |
| <b>Grand Total</b>     | <b>\$52,243.38</b> |

#### Bid Waiver: Exceptions to Advertising

On the recommendation of the President, Mr. Wills made a motion, seconded by Ms. Ross, unanimously approving resolution for purchases made under “Exceptions to Requirements for Advertising” (list attached).

### ACADEMIC & STUDENT AFFAIRS

#### Accept Funding: OSHE Disengaged Adults Returning to College Grant

On the recommendation of the President, Dr. Lavender made a motion, seconded by Mr. Bumpus, unanimously the resolution to accept funding for the Disengaged Adults Returning to College Grant funded by the New Jersey Office of the Secretary of Higher Education (OSHE) for the period of July 1, 2012- June 30, 2013 in the amount of \$75,000.

#### Approval to Apply: Carl D. Perkins Career and Technical Improvement Act of 2006 Grant

On the recommendation of the President, Dr. Lavender made a motion, seconded by Mr. Bumpus, unanimously approving the resolution to apply for the Carl D. Perkins Career and Technical Improvement Act of 2006 Grant for the FY13 period of July 1, 2012 through June 30, 2013 in the amount of \$231,476.

#### Approval to Apply: the U.S. Department of Education for the Career and Technical Education Partnership Grant Program

On the recommendation of the President, Dr. Lavender made a motion, seconded by Mr. Bumpus, unanimously approving the resolution authorizing Gloucester County College, Continuing Education, to apply to the U.S. Department of Education for the Career and Technical Education Partnership grant program for the period of September 1, 2012 – August 31, 2013, in the amount of \$321,500.

## **WORK & REGULAR SESSION MINUTES**

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### **FINANCE**

#### Financial Statement

Information: The Comparative Statement of Revenue & Expenditures for the month ending April 30, 2012 was presented to the Board. (attached)

#### Approval: Carryover of Barnes & Noble Commission

On the recommendation of the President, Ms. DuBois made a motion, seconded by Mr. DiNardo, unanimously approving a carryover of \$19,962 from Barnes & Noble to create a reserve in FY 2013.

#### Financial Consulting Services: Daniel V. Bevilacqua

On the recommendation of the President, Ms. DuBois made a motion, seconded by Mr. Wills, unanimously approving the procurement of financial consulting services of Daniel V. Bevilacqua of Sewell, NJ not to exceed \$25,000.

#### Strategic Plan Implementation Services: LDPlatt Strategies

On the recommendation of the President, Ms. DuBois made a motion, seconded by Mr. Wills, unanimously approving the procurement of consulting services of LDPlatt Strategies of Mt. Laurel, NJ not to exceed \$5,400.

### **PERSONNEL**

#### Revisions to the 2012-2013 Holiday Calendar

On the recommendation of the President, Ms. Ross made a motion, seconded by Mr. DiNardo unanimously approving revisions to the 2012-2013 Holiday Calendar (attached).

#### Education/General Fund Actions

On the recommendation of the President, Ms. Ross made a motion, seconded by Ms. DuBois unanimously approving the following Education/General Fund Actions (attached).

#### Four (4) Faculty Promotions

- Chara Doyle
- Jessica Goodwin
- Brenden Rickards
- Gina Rongione-D'Argenio

#### One (1) Appointment

- Diane Trace

#### Two (2) Resignations

- Nicholas Manogue
- Radovan Milincic

## WORK & REGULAR SESSION MINUTES

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### Education/General Fund Actions – (con't)

#### Two (2) Promotions

- Richard Dale
- Deborah Rabottino

#### One (1) Termination

- Susan Allen

#### Three (3) Part Time Hires

- Gianna Bowler
- Latosha Thomas
- Jennifer Wilson

#### Three (3) Additions to the 2012-13 Adjunct List

- Charles Cunliffe
- Heather McGovern
- Donald Sturgis

### OTHER

#### Resolutions: Citizens Award for Service & Professor Emeritus

On the recommendation of the President, Ms. Ross made a motion, seconded by Mr. Wills, for the unanimous adoption of resolutions awarding the Citizens Award for Service to the College to Isabelita M. Abele and William C. Packer III. And also, approved the adoption of the resolutions awarding Professor Emerita to Catherine Shearer, and Professor Emeriti to Williams Mays and Edward Vickner.

#### Artwork

On the recommendation of the President, Mr. Wills made a motion, seconded by Mr. DiNardo, unanimously approving to accept the following art donations to be added to the Gloucester County College Permanent Art Collection for a value of \$750.00.

- One (1) photo of painting, *Che Guevara & Marilyn Monroe*, by Adrian Rumbaud, Cuba 2011
  - Framed value \$100.00
- One (1) acrylic on paper, *The Series of Alternate Spaces*, by Lester Terry, Cuba 2012
  - Framed value \$150.00
- One (1) acrylic on paper, *Everyday Man as Christ*, Cuba 2012
  - Framed value \$150.00
- One (1) photo of painting, *Diagram of an Immigration Che Guevara*, Adrian Rumbaud
  - Framed value \$100.00
- One (1) painting, *Cuban Street and Carriage*, by Yanet Martinez Molina, Cuba 2011-12
  - Framed value \$250.00

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**PUBLIC PORTION**

Meg Resue, Executive Assistant, Board of Trustees, canvassed the Trustees for an alternative date for the July Board meeting since the currently scheduled meeting fell on the July 4<sup>th</sup> holiday. The date determined to be best suited to all present was Monday, July 9<sup>th</sup>, at 6:15p.m. in the Library Board Room.

At 7:25 p.m., Ms. Ross made a motion to end the Work and Regular Session. Mr. Bumpus seconded the motion, and it was unanimously passed to adjourn.

Respectfully submitted,



Meg Resue  
Executive Assistant, Board of Trustees



# Gloucester County College

## The President's Report

June 6, 2012

1. **Board of Trustees Policies**
  - Compliance Review – Recommendation: Consultant Services
2. **Middle States Mid Term Report**
  - Strategic Plan – Recommendation: Consultant Services
  - Year One Report – July Board of Trustees meeting
3. **Capital Issues Update**
  - University Center
  - Scott Hall
  - Proposed 1.2 million
  - Facility Planning for Higher Education Bond
4. **Rowan University Proposal Update**
  - Rowan Boulevard Project
5. **Budget Review**
6. **Enrollment Profile** (attachment)
7. **Academic Programs**
  - Wilmington University Program
8. **Other**
  - 9/11 Steel – Memorial
  - Hall of Fame – Alumni

### Dates to Remember:

#### June

- |    |  |
|----|--|
| 5  | GCC Foundation Golf Outing - Riverwinds                |
| 6  | Board of Trustee Meeting – Library Board Room, 6:15 pm |
| 25 | Summer Session II begins                               |

#### July

- |     |  |
|-----|--|
| 4   | College Holiday  |
| TBD | Board of Trustee Meeting – Library Board Room, 6:15 pm |
| 11  | Police Academy Graduation – Gymnasium, 6:00 pm         |

### Recognition

- “Meet our Students” introduction of:
  - Men’s Tennis Team – 3<sup>rd</sup> Consecutive NJCAA Div. III National Championship
  - Women’s Track & Field Team – 3<sup>rd</sup> in the country at the NJCAA DIV. III National Track & Field Meet in Alfred, NY

### Presentations

- Public Relations End of Year Review



# GCC PORTAL

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-  Help



## Daily Enrollment Report: June 6, 2012

Navigation icons: Home, Back, Forward, Print, Refresh, Filter, Sort, etc.

|                       | Current Snapshot | PY To Date | PY Census  |
|-----------------------|------------------|------------|------------|
| Summer 1 Headcount    | 1,904            | 1,908  0%  | 1,908  0%  |
| Summer 1 Credit Hours | 7,945            | 8,250  -4% | 8,250  -4% |
| Summer 2 Headcount    | 1,761            | 1,531  15% | 1,690  4%  |
| Summer 2 Credit Hours | 7,659            | 6,494  18% | 7,060  8%  |

## Daily Enrollment Report: June 6, 2012

Navigation icons: Home, Back, Forward, Print, Refresh, Filter, Sort, etc.

|                   | Current Snapshot | PY To Date | PY Census    |
|-------------------|------------------|------------|--------------|
| Fall Credit Hours | 37,215           | 35,250  6% | 71,173  -48% |
| Fall Headcount    | 3,446            | 3,287  5%  | 6,829  -50%  |

Reg Term: Fall 2012

## Headcount by Student Enrollment Status \* Type

| Credit Hour Term Ban... | Enrolled Student Count |                |           |          |
|-------------------------|------------------------|----------------|-----------|----------|
|                         | Continuing             | New First Time | Returning | Transfer |
| F                       | 1,360                  | 565            | 16        | 65       |
| P                       | 993                    | 335            | 23        | 90       |

## Credit Hours by Student Enrollment Status \* Type

| Credit Hour Term Ban... | Credits Enrolled Term |                |           |          |
|-------------------------|-----------------------|----------------|-----------|----------|
|                         | Continuing            | New First Time | Returning | Transfer |
| F                       | 18,761                | 7,797          | 214       | 896      |
| P                       | 7,044                 | 1,714          | 143       | 654      |



**RESOLUTION OF THE GLOUCESTER COUNTY COLLEGE  
BOARD OF TRUSTEES AUTHORIZING CONTRACTS WITH  
CERTAIN APPROVED STATE CONTRACT VENDORS FOR  
CONTRACTING UNITS PURSUANT TO N.J.S.A. 18A:64A-25.9a**

**WHEREAS**, Gloucester County College, pursuant to 18A: 64A-25.9a, may by resolution and without advertising for bids, may purchase any materials, supplies, goods, services or equipment to a contract or contract for such materials, supplies, goods, services or equipment entered into under the State of New Jersey Cooperative Purchasing Program for any State contracts entered into on behalf of the State by the Division of Purchase and Property in the Department of the Treasury; and

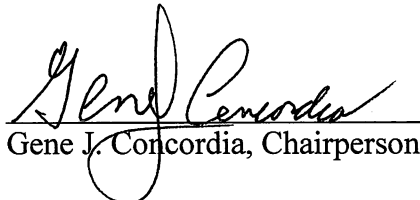
**WHEREAS**, Gloucester County College has the need on a timely basis to purchase goods or services utilizing State contracts; and


**WHEREAS**, Gloucester County College intends to enter into contracts with the attached Referenced State Contract Vendors through this resolution and properly executed contracts, which shall be subject to all the conditions applicable to the current State contracts; and

**WHEREAS**, the Chief Financial Officer of the College has certified that funds are available for this purchase;

**NOW, THEREFORE, BE IT RESOLVED** that Gloucester County College authorizes the Purchasing Officer to purchase certain goods or services from those approved New Jersey State Contract Vendors on the attached list, pursuant to all conditions of the individual State contracts.

**ADOPTED** at the regular scheduled meeting of the Board of Trustees of Gloucester County College held June 6, 2012.

  
Gene J. Concordia, Chairperson

Attested:   
Meg Restie  
Executive Assistant to the Board of Trustees





**RESOLUTION OF THE GLOUCESTER COUNTY COLLEGE  
BOARD OF TRUSTEES AWARDED CONTRACT  
FOR PURCHASE AND DELIVERY OF  
CUSTODIAL & ELECTRICAL SUPPLIES**

**WHEREAS**, Gloucester County College has a need to acquire a contract for the purchase and delivery of custodial and electrical supplies; and

**WHEREAS**, the Chief Financial Officer of the College has certified that funds are available for this purchase; and

**WHEREAS**, the College has caused quotations to be solicited in accordance with a fair and open process; and

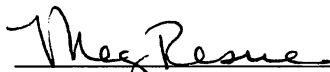
**WHEREAS**, quotations have been received and made a part hereof by reference; and

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Trustees of Gloucester County College on the 6<sup>th</sup> day of June, 2012 that the College shall authorize the purchase and delivery of custodial and electrical supplies in the amount of \$107,634.74.

**ADOPTED** at the regular scheduled meeting of the Board of Trustees of Gloucester County College held June 6, 2012.

  
Gene J. Concordia, Chairperson

Attested:

  
Meg Resue  
Executive Assistant to the Board of Trustees





**RESOLUTION OF THE GLOUCESTER COUNTY COLLEGE  
BOARD OF TRUSTEES AWARDED CONTRACT  
FOR PURCHASE AND DELIVERY OF  
ATHLETIC EQUIPMENT AND SUPPLIES**

**WHEREAS**, Gloucester County College has a need to acquire a contract for the purchase and delivery of athletic equipment and supplies; and

**WHEREAS**, the Chief Financial Officer of the College has certified that funds are available for this purchase; and

**WHEREAS**, the College has caused quotations to be solicited in accordance with a fair and open process; and


**WHEREAS**, quotations have been received and made a part hereof by reference; and

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Trustees of Gloucester County College on the 6<sup>th</sup> day of June, 2012 that the College shall award a contract for the purchase and delivery of athletic equipment and supplies, from the attached list, in the amount of \$52,243.38.

**ADOPTED** at the regular scheduled meeting of the Board of Trustees of Gloucester County College held June 6, 2012.

  
Gene J. Concordia, Chairperson

Attested:

  
Meg Resue  
Executive Assistant to the Board of Trustees





**RESOLUTION OF THE GLOUCESTER COUNTY COLLEGE  
BOARD OF TRUSTEES PURSUANT TO N.J.S.A. 18A:64A-25.5  
EXCEPTIONS TO REQUIREMENT FOR  
ADVERTISING AND AUTHORIZING THE PURCHASE OF  
CERTAIN GOODS AND SERVICES**

**WHEREAS**, there exists a need by Gloucester County College to purchase goods or services for the College; and

**WHEREAS**, N.J.S.A. 18A:64A-25.5 allows the Board of Trustees the authority to approve the purchase, contract or agreement in excess of \$32,000 (current bid threshold) which may be negotiated or awarded without public advertising for bids if the subject matter consist of the attached list of exceptions ; and

**WHEREAS**, the Chief Financial Officer of the College has certified that funds are available for such purchase; and


**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Trustees of Gloucester County College on the 6<sup>th</sup> day of June 2012 authorizing the purchase of goods or services from the attached list without the need of advertising or accepting bids as allowed by N.J.S.A. 18A:64A-25.5 and subject to the availability of funds.

**BE IT FURTHER RESOLVED** that said resolution is being made in accordance with all applicable New Jersey Statutes.

**ADOPTED** at the regular scheduled meeting of the Board of Trustees of Gloucester County College held June 6, 2012.

  
Gene J. Concordia, Chairperson

Attested:

  
Meg Restie  
Executive Assistant to the Board of Trustees





**BOARD RESOLUTION TO ACCEPT FUNDING FOR THE DISENGAGED  
ADULTS RETURNING TO COLLEGE GRANT**

The Gloucester County College Board of Trustees hereby certifies that permission has  
been granted to accept funding for the

**DISENGAGED ADULTS RETURNING TO COLLEGE GRANT**

**for the period of**

**July 1, 2012-June 30, 2013**

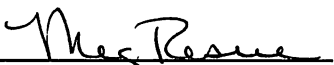
This grant will provide funding to support, identify, contact, re-enroll and graduate adults  
who have left Gloucester County College and other New Jersey colleges in good standing  
but without earning the intended associates or bachelor's degree.


**In the amount of**

**\$75,000**

The approval of the resolution to accept funding for the Disengaged Adults Returning to  
College Grant funded by the New Jersey Office of the Secretary of Higher Education for  
the period of July 1, 2012-June 30, 2013 in the amount of \$75,000 was authorized at the  
Gloucester County College Board of Trustees meeting held on,

**June 6, 2012**

  
Meg Resue  
Executive Assistant to the  
Board of Trustees

  
Gene J. Concordia  
Chairman of the Board



# BOARD RESOLUTION TO APPLY

for the

**Carl D. Perkins Career and Technical Education Improvement Act of 2006 for FY 2013**

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Project Number:

|   |   |   |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|---|---|---|
| P | E | R | K | 0 | 8 | 1 | 0 | 1 | 3 |
|---|---|---|---|---|---|---|---|---|---|

The Gloucester County College Board hereby certifies that permission has been granted to apply for the grant program entitled:

**Carl D. Perkins Career and Technical Education Improvement Act of 2006 – FY13**

The Carl D. Perkins Career and Technical Education Improvement Act of 2006-FY13 provides funds to states for distribution to educational agencies with approved programs in career and technical education in the amount of


**\$231,476**


**Starting on July 1, 2012, and**

**Ending on June 30, 2013.**

The filing of this application was authorized at the Board meeting held on,

**June 6, 2012**

  
Meg Resue  
Executive Assistant to the  
Board of Trustees

  
Gene J. Concordia  
Chairman of the Board





**BOARD RESOLUTION TO APPLY FOR FUNDING FOR THE  
CAREER AND TECHNICAL EDUCATION PARTNERSHIP GRANT  
ENHANCING TEACHING AND STUDENT LEADERSHIP IN THE CAREER  
CLUSTER OF HEALTH SCIENCE**

The Gloucester County College Board of Trustees hereby certifies that permission has been granted for Gloucester County College, Continuing Education, to apply for funding from the U.S. Department of Education for the

**CAREER AND TECHNICAL EDUCATION PARTNERSHIP GRANT  
ENHANCING TEACHING AND STUDENT LEADERSHIP IN THE CAREER  
CLUSTER OF HEALTH SCIENCE**

**for the period of**

**September 1, 2012 – August 31, 2013**


The CTEP grant will provide funding to develop a quality CTE program of study in order to prepare students for successful entry into a career or post-secondary studies. It will develop sequential courses in programs of study and develop a partnership with secondary schools and health care businesses. This is the final year of a 4 year grant.

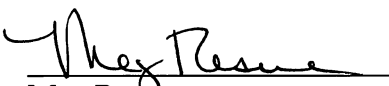
**in the amount of**

**\$321,500**

The approval of the resolution for Gloucester County College, Continuing Education, to apply for funding from the U.S. Department of Education for the period of September 1, 2012 – August 31, 2013, in the amount of \$321,500 was authorized at the Gloucester County College Board of Trustees meeting held on,

**June 6, 2012**

  
Gene J. Concordia  
Chairman of the Board

  
Meg Restie  
Executive Assistant to the  
Board of Trustees





GLOUCESTER COUNTY COLLEGE  
MONTHLY OPERATING REPORT  
FOR THE MONTH ENDING APRIL 30, 2012

|                                       | 4/30/2012            |                      |                     |
|---------------------------------------|----------------------|----------------------|---------------------|
|                                       | Budget<br>Amount     | Actual<br>Y-T-D      | Delta<br>Y-T-D      |
| <b>Current Operating Revenues</b>     |                      |                      |                     |
| Educational and General               |                      |                      |                     |
| Student Tuition - Credit              | \$ 13,123,152        | \$ 13,389,196        | \$ (266,044)        |
| Police Academy - Tuition              | 58,000               | 43,406               | 14,594              |
| Fire Academy - Tuition                | 65,000               | 41,516               | 23,484              |
| Continuing Education                  | 2,126,816            | 2,454,016            | (327,200)           |
| Fees                                  | 6,872,074            | 6,807,328            | 64,746              |
| Out of County                         | 40,000               | 25,359               | 14,642              |
| <br>Government Appropriations         |                      |                      |                     |
| State                                 | 4,761,370            | 3,926,139            | 835,231             |
| Police Academy - State Funding        | 198,523              | 165,436              | 33,087              |
| Fire Academy - State Funding          | 9,430                | 7,858                | 1,572               |
| Continuing Ed - State Funding         | 107,168              | 89,307               | 17,861              |
| County                                | 7,654,944            | 5,741,208            | 1,913,736           |
| <br>Other Revenues                    | 348,371              | 65,779               | 282,592             |
| Auxiliary Enterprises**               | 988,400              | 619,914              | 368,486             |
| <br>Reserve for FY13                  | (636,052)            | -                    | -                   |
| <br>Reserve for Capital Projects      | (76,316)             | -                    | -                   |
| <br><b>Total Revenues</b>             | <b>\$ 35,640,880</b> | <b>\$ 33,376,461</b> | <b>\$ 2,976,787</b> |
| <b>Current Operating Expenditures</b> |                      |                      |                     |
| Instruction - Total                   | \$ 14,247,545        | \$ 11,613,613        | \$ 2,633,932        |
| Personnel - FT                        | 6,249,507            | 4,891,572            | 1,357,935           |
| Personnel - FT OT, OL, Misc           | 1,492,446            | 1,094,791            | 397,655             |
| Benefits                              | 3,339,095            | 2,755,031            | 584,064             |
| Personnel - PT                        | 2,854,270            | 2,609,947            | 244,323             |
| Expenses                              | 312,227              | 262,272              | 49,955              |
| <br>Continuing Education - Total      | \$ 2,318,994         | \$ 2,098,541         | \$ 220,453          |
| Personnel - FT                        | 546,554              | 444,663              | 101,891             |
| Personnel - FT OT, OL, Misc           | -                    | -                    | -                   |
| Benefits                              | 296,317              | 245,370              | 50,947              |
| Personnel - PT                        | 393,773              | 320,946              | 72,827              |
| Expenses                              | 1,082,350            | 1,087,563            | (5,213)             |
| <br>Police Academy - Total            | \$ 375,455           | \$ 284,317           | \$ 91,138           |
| Personnel - FT                        | 214,384              | 182,176              | 32,208              |
| Personnel - FT OT, OL, Misc           | -                    | -                    | -                   |

|                                 |               |               |              |
|---------------------------------|---------------|---------------|--------------|
| Benefits                        | 76,498        | 61,986        | 14,512       |
| Personnel - PT                  | 28,373        | 11,233        | 17,140       |
| Expenses                        | 56,200        | 28,922        | 27,278       |
| Fire Academy - Total            | \$ 354,301    | \$ 243,735    | \$ 110,566   |
| Personnel - FT                  | 114,007       | 91,116        | 22,891       |
| Personnel - FT OT, OL, Misc     | -             | -             | -            |
| Benefits                        | 57,980        | 43,991        | 13,989       |
| Personnel - PT                  | 69,984        | 46,144        | 23,840       |
| Expenses                        | 112,330       | 62,484        | 49,846       |
| Academic Support - Total        | \$ 3,069,528  | \$ 2,306,823  | \$ 762,705   |
| Personnel - FT                  | 1,312,862     | 1,137,065     | 175,797      |
| Personnel - FT OT, OL, Misc     | 98,870        | 60,303        | 38,568       |
| Benefits                        | 597,030       | 497,879       | 99,151       |
| Personnel - PT                  | 482,873       | 356,125       | 126,748      |
| Expenses                        | 577,893       | 255,452       | 322,441      |
| Student Services - Total        | \$ 4,690,938  | \$ 3,590,611  | \$ 1,100,327 |
| Personnel - FT                  | 2,478,329     | 1,947,601     | 530,728      |
| Personnel - FT OT, OL, Misc     | 11,900        | 10,686        | 1,214        |
| Benefits                        | 893,045       | 705,249       | 187,796      |
| Personnel - PT                  | 343,745       | 242,246       | 101,499      |
| Expenses                        | 963,919       | 684,830       | 279,089      |
| Institutional Support - Total   | \$ 5,179,430  | \$ 3,587,308  | \$ 1,592,122 |
| Personnel - FT                  | 2,354,926     | 1,754,724     | 600,202      |
| Personnel - FT OT, OL, Misc     | 7,385         | 1,019         | 6,366        |
| Benefits                        | 767,850       | 580,135       | 187,715      |
| Personnel - PT                  | 74,370        | 54,407        | 19,963       |
| Expenses                        | 1,974,899     | 1,197,022     | 777,877      |
| Operating & Maintenance - Total | \$ 4,866,387  | \$ 3,791,444  | \$ 1,074,943 |
| Personnel - FT                  | 1,382,950     | 1,090,128     | 292,822      |
| Personnel - FT OT, OL, Misc     | 31,000        | 44,248        | (13,248)     |
| Benefits                        | 486,386       | 403,892       | 82,494       |
| Personnel - PT                  | 129,539       | 125,858       | 3,681        |
| Expenses                        | 2,836,512     | 2,127,318     | 709,194      |
| Leasing Expenses                | 142,550       | -             | \$ 142,550   |
| Retiree Benefits                | 395,753       | 312,230       | \$ 83,523    |
| Total Operating Expenditures    | \$ 35,640,881 | \$ 27,828,623 | \$ 7,812,259 |

\*\* The Y-T-D for Auxiliary Enterprises for 4/30/2012 is detailed on page 2.



**RESOLUTION OF THE GLOUCESTER COUNTY COLLEGE  
BOARD OF TRUSTEES  
AWARDING CONTRACT FOR  
FINANCIAL CONSULTING SERVICES**

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**WHEREAS**, Gloucester County College has a need to acquire a contract for financial consulting services regarding Gloucester County College Financial Services and Purchasing Department; and

**WHEREAS**, the consultant will interview staff, review job descriptions, examine audit findings, study staffing patterns and provide recommendations for improved business office efficiencies and a suggested organization chart ; and

**WHEREAS**, under 18A:64A-25.3, of the County College Contracts Law, such consulting services are exempt from bidding requirements; and

**WHEREAS**, the Vice President and Chief Operating Officer has determined that the value of the service will not exceed \$25,000 and is exempt from bidding requirements pursuant to N.J.S.A. 18A:64A-25.3; and

**WHEREAS**, the Chief Financial Officer of the College has certified that funds are available for this purchase;

**WHEREAS**, Daniel V. Bevilacqua has submitted a proposal dated May 2, 2012 indicating he will provide financial consulting services for Gloucester County College not to exceed \$25,000.; and

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Trustees of Gloucester County College on the 6<sup>th</sup> day of June, 2012 that the College shall award a contract to Daniel V. Bevilacqua, 106 Canopy Lane, Sewell, New Jersey, 08080 in the amount not to exceed \$25,000. to provide financial consulting for the College.

**ADOPTED** at the regular scheduled meeting of the Board of Trustees of Gloucester County College held June 6, 2012.

Attested: Meg Resue  
Meg Resue, Executive Assistant  
Board of Trustees

Gene J. Concordia  
Gene J. Concordia, Chairperson  
Board of Trustees



Daniel V. Bevilacqua  
106 Canopy Lane  
Sewell, New Jersey 08080

**PROPOSAL** Dated, May 2, 2012

**Scope of Work:** Serve as a policy, financial and compliance consultant to the President of the College on a retainer basis.

**Products:**

1. Provide analyses, opinions and reports to the President of the College on significant policy, fiscal, and compliance issues and concerns.
2. Review, revise and prepare new policies and administrative rules and regulations as required.
3. Participate on special projects and assignments.
4. Develop calendar of process, status and next renew date and recommend systematic review cycle.

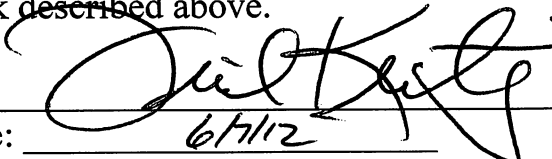
**Timeframe:** Start on or after July 1, 2012 to June 30, 2013.

**Terms of Employment:**

1. The Consultant shall work as an independent contractor without benefits.
2. Administrative support will be provided by the College.
3. Printing, copying and binding costs will be provided by the College.
4. Access to Parking Lot A will be provided.
5. The Consultant shall be available a minimum of one day per week and be paid \$550 per day with an estimate of 45 days not to exceed \$25,000.

**Consultant:** Daniel V. Bevilacqua, former Director of Personnel, Pemberton Township Schools; former Business Administrator, West Deptford Schools; former Gloucester and Salem County School Business Administrator; former Deputy Director Division of Administration, New Jersey Department of Education.

**Authorization:** The Gloucester County College agrees to the scope of work described above.

By:  (Authority)  
Date: 6/7/12



**RESOLUTION OF THE GLOUCESTER COUNTY COLLEGE  
BOARD OF TRUSTEES  
AWARDING CONTRACT FOR  
STRATEGIC PRIORITIES SERVICES**

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**WHEREAS**, Gloucester County College has a need to acquire a contract for strategic priorities planning services; and

**WHEREAS**, under 18A:64A-25.5(1), of the County College Contracts Law, such professional services are exempt from bidding requirements; and

**WHEREAS**, the Vice President of College Operations has determined that the value of the service will not exceed \$5,400.00; and

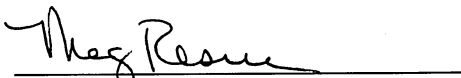
**WHEREAS**, LDPlatt Strategies has submitted a proposal dated February 24, 2012 indicating they will provide services to set strategic priorities for Gloucester County College not to exceed \$5,400.00; and

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Trustees of Gloucester County College on the 6<sup>th</sup> day of June, 2012 that the College shall award a contract to LDPlatt Strategies, 26 Byron Drive, Mt. Laurel, NJ 08054, in the amount not to exceed \$5,400. to provide strategic priorities for the College.

**ADOPTED** at the regular scheduled meeting of the Board of Trustees of Gloucester County College held June 6, 2012.

  
Gene J. Concordia, Chairperson  
Board of Trustees

Attested:

  
Meg Resue, Executive Assistant  
Board of Trustees



# Gloucester County College Strategic Plan Implementation Proposal - Phase 2

**Date:** February 24, 2012

**Submitted to:** Gloucester County College  
1400 Tanyard Road  
Sewell, New Jersey 08080  
Mr. Fred Keating, President

**Submitted By:** Lisa DiChiara-Platt  
*LDPlatt Strategies*  
26 Byron Drive  
Mt. Laurel, New Jersey 08054

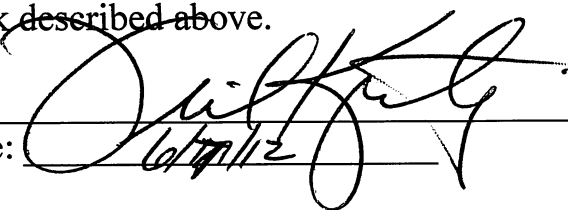
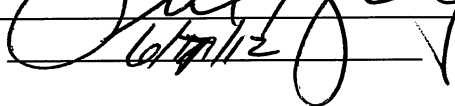
**Scope of Work:** LDPlatt Strategies (The Consultant) will work with the President at Gloucester County College to implement year two of GCC's 2011-2014 Strategic Plan. The Consultant will act as a facilitator and help guide the college as it implements activities and action steps designed to achieve established objectives and benchmarks. The Consultant will act as a resource to the President to ensure that strategic planning activities align with accreditation standards and appropriately parallel the Middle States Periodic Review Report process. In this stepped down approach the senior staff will have greater responsibility for reporting strategic planning activities, while the Consultant's role will be more advisory to ensure adherence to the timeline and agreed to reporting standards. Phase 2 will cover the second year of the strategic plan implementation, which begins July 1, 2012.

## **Fee Schedule:**

The proposed fee for this engagement includes consultant's fees at \$800 per day with an estimate of 6 days (\$4,800) plus expenses (\$600) to include attendance at the Middle States Annual Conference in Philadelphia. The Consultant will invoice the college bi-monthly based on actual time committed to the project. Total fees and expenses for this engagement are not to exceed \$5,400.

*LDPlatt Strategies adheres to the highest appropriate technical standards in conducting its work, whether that work is quantitative or qualitative in nature, so as to increase the accuracy and credibility of the evaluative process and final product.*

**Authorization:** The Gloucester County College agrees to the scope of work described above.

By:  (Authority)  
Date: 

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26 Byron Drive, Mount Laurel, New Jersey 08054  
856-802-9528  
ldplatt@comcast.net

GLOUCESTER COUNTY COLLEGE  
Deptford Township  
Sewell, NJ 08080

BOARD MEETING

DATE: 6/6/12

PERSONNEL ACTIONS

**STATEMENT OF FACTS:**

The following Education/General Fund Actions are presented for Board of Trustee approval.

**BACKGROUND:**

**Revision to the 2012-2013 Holiday Calendar**

**Four (4) Faculty Promotions:**

Chara Doyle, from Instructor I to Assistant Professor, effective 9/1/12  
Jessica Goodwin, from Assistant Professor to Associate Professor, effective 9/1/12  
Brenden Rickards, from Assistant Professor to Associate Professor, effective 9/1/12  
Gina Rongione-D'Argenio, from Instructor I to Assistant Professor, effective 9/1/12

**One (1) Appointment:**

Diane Trace. Ms. Trace has her B.S. degree from Rowan University and her M.A. from the University of Delaware. She has two years experience at GCC as a Research Associate where she administered college-wide evaluation, assessment and effectiveness studies, wrote analytical reports for survey results and created regression model for projecting enrollment. Ms. Trace also worked for Pep Boys as a Price Elasticity Manager where she created models to estimate price elasticity and tracked and reported on impact of pricing changes.

Reason: Resignation  
Title: Institutional Outcomes Assessment Coordinator  
Salary Band: S6 \$36,200 – 46,200 – 56,200  
Salary: \$36,200 per annum, prorated  
Start Date: June 11, 2012

**Two (2) Resignations:**

Nicholas Manogue, Security Officer, effective 5/22/12  
Radovan Milincic, Assistant Professor, effective 7/1/12

**Two (2) Promotions:**

Richard Dale, from Security Officer (part time), \$11.49 per hour, to Security Officer (full time), \$12.00 per hour, effective 6/11/12

Deborah Rabottino, from Administrator, ECEC, \$61,755 per annum, to Director II, ECEC, \$64,225 per annum, prorated, effective 6/1/12

**One (1) Termination:**

Susan Allen, Team Coordinator, Level V, Liberal Arts, effective 6/7/12

**Three (3) Part Time Hires:**

Gianna Bowler, Research Assistant, \$10.00 per hour  
Latosha Thomas, Project Manager, \$20.00 per hour  
Jennifer Wilson, Testing Proctor, \$10.00 per hour

**Three (3) Additions to the 2012-13 Adjunct List:**

Charles Cunliffe, HPER/Athletics  
Heather McGovern, STEM  
Donald Sturgis, STEM

**PRESIDENT'S RECOMMENDATION:**

Recommend approval of actions listed above.



## COLLEGE HOLIDAYS 2012-13

|               |                          |                             |
|---------------|--------------------------|-----------------------------|
| Wednesday     | July 4, 2012             | Holiday, Independence Day   |
| Monday        | September 3, 2012        | Holiday, Labor Day          |
| Thursday      | November 22, 2012        | Holiday, Thanksgiving Day   |
| Friday        | November 23, 2012        | College Holiday             |
| Monday        | December 24, 2012        | College Holiday             |
| Tuesday       | December 25, 2012        | Holiday, Christmas Day      |
| <b>Monday</b> | <b>December 31, 2012</b> | <b>College Holiday</b>      |
| Tuesday       | January 1, 2013          | Holiday, New Year's Day     |
| Monday        | January 21, 2013         | Holiday, Martin Luther King |
| Friday        | March 29, 2013           | College Holiday             |
| Monday        | May 27, 2013             | Holiday, Memorial Day       |

### Three (3) Floating Holidays



**RESOLUTION FOR AWARD OF MEDALLION  
CITIZENS AWARD FOR SERVICE TO THE COLLEGE**

**ISABELITA M. ABELE**

**WHEREAS**, the College, as a matter of practice at Commencement, seeks to honor outstanding citizens by the award of a Citizens Award for Service to the College and/or Community; and

**WHEREAS**, **Isabelita M. Abele** served the students and community of Gloucester County College as a Board Trustee from November 2008 through March 2012; and

**WHEREAS**, **Isabelita M. Abele** while on the Board of Trustees of Gloucester County College served as Secretary of the Board, and as such served on the Executive Committee and as Trustee Ambassador; and

**WHEREAS**, **Isabelita M. Abele** contributed many hours as an active member of the Property & Facilities, Finance, Personnel, Academic & Student Services and Continuing Education, Policy Review and Foundation Committees;

**NOW THEREFORE BE IT RESOLVED** that the Board of Trustees of Gloucester County College expresses its deepest appreciation to **Isabelita M. Abele** for her dedication, contributions and services to Gloucester County College by awarding her the College Medallion, "Citizens Award for Service to the College."

**ADOPTED** at the regular meeting of the Board of Trustees of Gloucester County College held on June 6, 2012.

**GLOUCESTER COUNTY COLLEGE BOARD OF TRUSTEES**

  
Gene J. Concordia  
Chairperson

  
Meg Resue, Executive Assistant  
Board of Trustees





**RESOLUTION FOR AWARD OF MEDALLION  
CITIZENS AWARD FOR SERVICE TO THE COLLEGE**

**WILLIAM C. PACKER III**

**WHEREAS**, the College, as a matter of practice at Commencement, seeks to honor outstanding citizens by the award of a Citizens Award for Service to the College and/or Community; and

**WHEREAS**, **William C. Packer III** served the students and community of Gloucester County College as a Board Trustee from December 2010 through February 2012; and

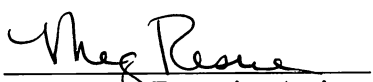
**WHEREAS**, **William C. Packer III** contributed many hours as an active member of the Property & Facilities.

**NOW THEREFORE BE IT RESOLVED** that the Board of Trustees of Gloucester County College expresses its deepest appreciation to **William C. Packer III** for his dedication, contributions and services to Gloucester County College by awarding him the College Medallion, "Citizens Award for Service to the College."

**ADOPTED** at the regular meeting of the Board of Trustees of Gloucester County College held on June 6, 2012.

**GLOUCESTER COUNTY COLLEGE BOARD OF TRUSTEES**

  
Gene J. Concordia  
Chairperson

  
Meg Resue, Executive Assistant  
Board of Trustees





**RESOLUTION OF THE BOARD OF TRUSTEES OF GLOUCESTER COUNTY COLLEGE  
AWARDING RANK OF PROFESSOR EMERITUS**

**CATHERINE SHEARER**

**WHEREAS**, the Gloucester County College Board of Trustees honors outstanding retirees by bestowing upon them the rank of Professor Emeritus; and

**WHEREAS**, the President has recommended that **Catherine Shearer** be awarded the rank of Professor Emerita. **Catherine Shearer** came to GCC in 1983 as a Nursing Instructor and was promoted to Assistant Professor, September of 1999; and

**WHEREAS**, **Catherine Shearer**, prior to teaching at Gloucester County College as a full time faculty member, served the College in a part time capacity from 1977 until 1983; and

**WHEREAS**, **Catherine Shearer**, made contributions as an Academic Advisor, served on the College Technology Committee and Curriculum committee; served as Nursing Team Leader, participated on the Nursing Advisory and Nursing Curriculum Committee; was an active participant in the Systemic Plan of Evaluation for the Nursing Program, as well as her participation in the annual Nursing Educational Effectiveness Workshop; and

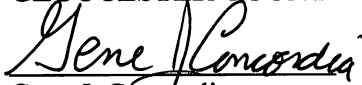
**WHEREAS**, **Catherine Shearer** taught and influenced the lives of many students while teaching and mentoring students.

**NOW THEREFORE BE IT RESOLVED** that in recognition of her 29 years of exemplary service, dedication and loyalty to the Gloucester County College Community, **Catherine Shearer** be awarded the rank of Professor Emerita, including all the rights and privileges thereof, upon her retirement.

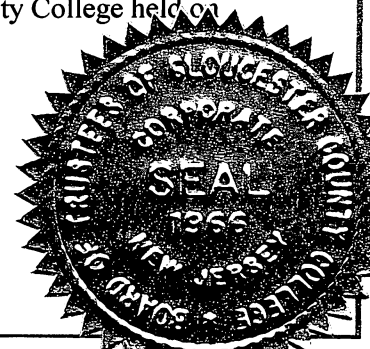
**BE IT FURTHER RESOLVED** that a copy of this resolution be made a part of the official minutes of the Board of Trustees and that a copy be forwarded to **Catherine Shearer** as a token of the Board's recognition and appreciation for her services.

**ADOPTED** at a meeting of the Board of Trustees of Gloucester County College held on June 6, 2012.

**GLOUCESTER COUNTY COLLEGE BOARD OF TRUSTEES**

  
Gene J. Concordia  
Chairperson

  
Meg Resue, Executive Assistant  
Board of Trustees





**RESOLUTION OF THE BOARD OF TRUSTEES OF GLOUCESTER COUNTY COLLEGE  
AWARDING RANK OF PROFESSOR EMERITUS**

**WILLIAM MAYS, SR.**

**WHEREAS**, the Gloucester County College Board of Trustees honors outstanding retirees by bestowing upon them the rank of Professor Emeritus; and

**WHEREAS**, the President has recommended that **William Mays, Sr.** be awarded the rank of Professor Emeriti. **William Mays, Sr.** came to Gloucester County College in 1968 as an adjunct instructor and as a full-time faculty member in Mathematics in September 1972. He was promoted to the rank of Associate Professor, September of 1988; and

**WHEREAS**, **William Mays, Sr.**, prior to teaching at Gloucester County College, taught mathematics at Glassboro High School; and

**WHEREAS**, **William Mays, Sr.**, made numerous contributions including an Academic Advisor, a Developmental Mathematics Team Leader, the Chairperson of the GCC Land Surveying Advisory Committee; Faculty Association Scholarship Committee; Middle States Self Study Work Group on Educational Offerings; and was an active participant in a variety of professional organizations including the New Jersey Society of Professional Land Surveyors; and

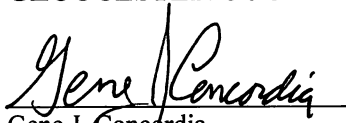
**WHEREAS**, **William Mays, Sr.** taught and influenced the lives of many students while teaching, advising, and mentoring students.

**NOW THEREFORE BE IT RESOLVED** that in recognition of his 40 years of exemplary service, dedication and loyalty to the Gloucester County College Community, **William Mays, Sr.** be awarded the rank of Professor Emeriti, including all the rights and privileges thereof, upon his retirement.

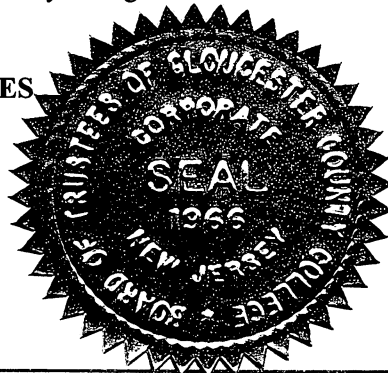
**BE IT FURTHER RESOLVED** that a copy of this resolution be made a part of the official minutes of the Board of Trustees and that a copy be forwarded to **William Mays, Sr.** as a token of the Board's recognition and appreciation for his services.

**ADOPTED** at a meeting of the Board of Trustees of Gloucester County College held on June 6, 2012.

**GLOUCESTER COUNTY COLLEGE BOARD OF TRUSTEES**

  
Gene J. Concordia  
Chairperson

  
Meg Resue, Executive Assistant  
Board of Trustees





**RESOLUTION OF THE BOARD OF TRUSTEES OF GLOUCESTER COUNTY COLLEGE  
AWARDING RANK OF PROFESSOR EMERITUS**

**DR. EDWARD H. VICKNER, JR.**

**WHEREAS**, the Gloucester County College Board of Trustees honors outstanding retirees by bestowing upon them the rank of Professor Emeritus; and

**WHEREAS**, the President has recommended that **Dr. Edward Vickner, Jr.** be awarded the rank of Professor Emeriti. **Dr. Edward Vickner, Jr.** came to Gloucester County College in 1971 as a Chemistry Instructor and was promoted to Professor, September of 1980; and

**WHEREAS**, **Dr. Edward Vickner, Jr.**, prior to teaching at Gloucester County College, served as an instructor at Hamilton High School, Cathedral High School and Trenton State College; and

**WHEREAS**, **Dr. Edward Vickner, Jr.**, made many contributions including but not limited to Chairperson of the GCC Faculty Promotions Committee, member of the College's Strategic Planning Committee, Faculty Program Coordinator for Science and Related Technologies, member of the New Jersey Department of Education HSPA/SRA Science Review Committee, member and chairperson of the GCC Academic Standing Committee, as well as his participation as a member of the Ewing Township Board of Education; and

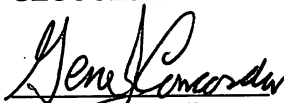
**WHEREAS**, **Dr. Edward Vickner, Jr.** taught and influenced the lives of many students by teaching and mentoring students. His student evaluations reflect the quality instruction and teaching effectiveness that took place in Dr. Vickner's classroom.

**NOW THEREFORE BE IT RESOLVED** that in recognition of his 41 years of exemplary service, dedication and loyalty to the Gloucester County College Community, **Dr. Edward Vickner, Jr.** be awarded the rank of Professor Emeriti, including all the rights and privileges thereof, upon his retirement.

**BE IT FURTHER RESOLVED** that a copy of this resolution be made a part of the official minutes of the Board of Trustees and that a copy be forwarded to **Dr. Edward Vickner, Jr.** as a token of the Board's recognition and appreciation for his services.

**ADOPTED** at a meeting of the Board of Trustees of Gloucester County College held on June 6, 2012.

**GLOUCESTER COUNTY COLLEGE BOARD OF TRUSTEES**

  
Gene J. Concordia  
Chairperson

  
Meg Resue, Executive Assistant  
Board of Trustees

