



COUNTY OF MERCER
McDADE ADMINISTRATION BUILDING
640 SOUTH BROAD STREET
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JERLENE H. WORTHY, CLERK
BOARD OF CHOSEN FREEHOLDERS

LISA M. VENA
DEPUTY CLERK

MERCER COUNTY BOARD OF CHOSEN FREEHOLDERS

FORMAL MEETING OF JUNE 13, 2019

MINUTES

Chair Cimino called the Formal Meeting to order at 6:04 P.M. on June 13, 2019 in Room 211 of the Joyce L. McDade Administration Building, 640 South Broad Street, Trenton, New Jersey.

ROLL CALL

The following members of the Board answered the Roll Call of the Clerk to the Board:

Present - Freeholders Cannon, Colavita, Frisby, Koontz, Walter and Cimino
Absent – Freeholder Melker

The Clerk to the Board read the Invocation.

Chair Cimino led the Pledge of Allegiance and Salute to the Flag.

The Clerk to the Board announced that in accordance with the provisions of the New Jersey Open Public Meetings Law, notice of this Formal Meeting had been mailed to The Trenton Times, The Trentonian and The Princeton Packet newspapers as well as having been posted in both the County Administration Building and Courthouse at least forty-eight (48) hours in advance of the meeting.

At this time, Chair Cimino invited the members of the public to comment on any item listed on the agenda.

There were no comments.

COMMUNICATIONS

A communication was received from Department of Purchasing, dated June 6, 2019. RE: Minutes and Bid Results for the Week of May 6, 2019.

A communication was received from Department of Purchasing, dated June 6, 2019. RE: Minutes and Bid Results for the Week of May 13, 2019.

A communication was received from Department of Purchasing, dated June 6, 2019. RE: Minutes and Bid Results for the Week of May 20, 2019

A communication was received from Brian M. Hughes, County Executive, dated June 6, 2019. RE: Appointments Requiring Freeholder Advise and Consent.

APPROVAL OF MINUTES

On the motion of Freeholder Walter, seconded by Freeholder Cannon, the Minutes of the following meetings were approved:

Formal Meeting of March 28, 2019

VOTE ON MOTION

Ayes - 6. Nays - 0. Abstain - 0. Absent - 1.

Ayes - Freeholders Cannon, Colavita, Frisby, Koontz, Walter and Cimino

Absent – Freeholder Melker

On the motion of Freeholder Walter, seconded by Freeholder Frisby, the Minutes of the following meetings were approved:

Formal Meeting of April 11, 2019

VOTE ON MOTION

Ayes - 5. Nays - 0. Abstain - 1. Absent - 1.

Ayes - Freeholders Cannon, Frisby, Koontz, Walter and Cimino

Abstain – Freeholder Colavita

Absent – Freeholder Melker

RESOLUTIONS

The Clerk to the Board called for a Motion to Vote in Block on the following Resolutions listed on the Agenda.

Freeholder Colavita moved, seconded by Freeholder Walter, that:

RESOLUTIONS NO. 1 THROUGH 7, AND RESOLUTIONS NO. 9 THROUGH 18 ON THE AGENDA “BE VOTED ON IN BLOCK”

VOTE ON MOTION

Ayes - 6. Nays - 0. Abstain - 0. Absent - 1.

Ayes - Freeholders Cannon, Frisby, Koontz, Walter and Cimino

Absent – Freeholder Melker

Freeholder Koontz offered the following Resolutions, seconded by Freeholder Colavita:

NO. 2019-276 RESOLUTION OF THE BOARD OF CHOSEN FREEHOLDERS OF THE COUNTY OF MERCER, NEW JERSEY, AUTHORIZING THE ISSUANCE, SALE AND AWARD OF ONE OR MORE SERIES OF ITS GENERAL OBLIGATION REFUNDING BONDS; AUTHORIZING THE PREPARATION AND DISTRIBUTION OF OFFERING DOCUMENTS IN CONNECTION WITH THE SALE OF THE MERCER COUNTY IMPROVEMENT AUTHORITY'S COUNTY SECURED REVENUE REFUNDING BONDS (MERCER COUNTY PROJECTS), SERIES 2019; CONSENTING TO THE ISSUANCE BY THE AUTHORITY OF CERTAIN REVENUE REFUNDING BONDS PURSUANT TO N.J.S.A. 40:37A-56; MAKING CERTAIN DETERMINATIONS AND COVENANTS IN CONNECTION THEREWITH; AND AUTHORIZING CERTAIN ACTIONS RELATED THERETO

NO. 2019-277 COUNTY EXECUTIVE AND CLERK TO THE BOARD AUTHORIZED TO EXECUTE THE 2019 ANNUAL CERTIFICATIONS AND ASSURANCES APPLICABLE TO THE FEDERAL TRANSIT ADMINISTRATION SECTIONS 5310 AND 5311 GRANT PROGRAMS, ADMINISTERED BY NEW JERSEY TRANSIT

NO. 2019-278 COUNTY EXECUTIVE AND CLERK TO THE BOARD AUTHORIZED TO SUBMIT A SUB-GRANT APPLICATION FOR THE 2019 EMERGENCY MANAGEMENT AGENCY ASSISTANCE (EMAA) GRANT FUNDS FROM THE NEW JERSEY DEPARTMENT OF LAW AND PUBLIC SAFETY. TOTAL AWARD: \$110,000.00 (\$55,000.00 FEDERAL FUNDS; \$55,000.00 IN-KIND MATCHING FUNDS) PERIOD: JULY 1, 2019 THROUGH JUNE 30, 2020

- NO. 2019-279** COUNTY EXECUTIVE AND CLERK TO THE BOARD AUTHORIZED TO SUBMIT A GRANT APPLICATION TO THE NEW JERSEY HISTORICAL COMMISSION TO PROVIDE GENERAL OPERATING SUPPORT FOR HISTORICAL ORGANIZATIONS, SOCIETIES, MUSEUMS, HISTORIC SITE ARCHIVES AND LIBRARIES IN MERCER COUNTY. AMOUNT: \$65,900.00. GRANT PERIOD: JANUARY 1, 2020 THROUGH DECEMBER 31, 2020
- NO. 2019-280** COUNTY EXECUTIVE AND CLERK TO THE BOARD AUTHORIZED TO EXECUTE A COMPETITIVE CONTRACT WITH MERCER COUNCIL ON ALCOHOLISM AND DRUG ADDICTION, INC. FOR THE PROVISION OF THE TRENTON MUNICIPAL ALLIANCE PROGRAM FOR DRUG AND ALCOHOL PREVENTION AND EDUCATION SERVICES. PERIOD: JULY 1, 2019 THROUGH JUNE 30, 2020, WITH AN OPTION TO EXTEND FOR ONE-YEAR. AMOUNT: \$158,046.25 (\$126,437.00 [DRUG EDUCATION DEMAND REDUCTION (DEDR) FUNDS]; \$31,609.25 [CITY OF TRENTON CASH MATCH FUNDS]) (NO COUNTY FUNDS)
- NO. 2019-281** COUNTY EXECUTIVE AND CLERK TO THE BOARD AUTHORIZED TO EXECUTE A COMPETITIVE CONTRACT WITH PROGRESSIVE CENTER FOR INDEPENDENT LIVING, INC. (PCIL) FOR THE PROVISION OF RECREATIONAL OPPORTUNITIES AND SUMMER CAMP PROGRAMS FOR MERCER COUNTY RESIDENTS WITH DISABILITIES. PERIOD: JULY 1, 2019 THROUGH JUNE 30, 2021, WITH AN OPTION TO EXTEND FOR ONE YEAR. AMOUNT: \$55,382.00 (\$27,691.00 [COUNTY FUNDS PER YEAR])

- NO. 2019-282** COUNTY EXECUTIVE AND CLERK TO THE BOARD AUTHORIZED TO EXECUTE A SHARED SERVICES AGREEMENT WITH HOPEWELL TOWNSHIP FOR THE PROVISION OF MUNICIPAL ALLIANCE PROGRAMMING FOR DRUG AND ALCOHOL PREVENTION AND EDUCATION. PERIOD: JULY 1, 2019 THROUGH JUNE 30, 2020. AMOUNT: \$18,536.00. (STATE FUNDS; NO COUNTY FUNDS)
- NO. 2019-283** COUNTY EXECUTIVE AND CLERK TO THE BOARD AUTHORIZED TO EXECUTE A GRANT AGREEMENT WITH WEST WINDSOR TOWNSHIP FOR THE "MERCER AT PLAY 2" PROGRAM FOR THE PROJECT KNOWN AS CONOVER PARK. COST NOT TO EXCEED: \$500,000.00
- NO. 2019-284** COUNTY EXECUTIVE AND CLERK TO THE BOARD AUTHORIZED TO EXECUTE A PROFESSIONAL SERVICE AGREEMENT (AWARDED THROUGH A NON-FAIR AND OPEN PROCESS) WITH SAPHIRE & ALBARRAN ARCHITECTURE, LLC TO PROVIDE ARCHITECTURAL DESIGN SERVICES FOR VARIOUS ANTICIPATED CONSTRUCTION PROJECTS AT THE TRENTON-MERCER AIRPORT. PERIOD: MAY 24, 2019 THROUGH MAY 23, 2020. AMOUNT NOT TO EXCEED \$50,000.00
- NO. 2019-285** COUNTY EXECUTIVE AND CLERK TO THE BOARD AUTHORIZED TO "EXERCISE A THIRD YEAR AND FOURTH YEAR OPTION TO EXTEND" THE SHARED SERVICES AGREEMENT WITH THE TOWNSHIP OF HAMILTON TO UTILIZE CERTAIN SERVICES AT THE HAMILTON TOWNSHIP ECOLOGICAL FACILITY. TWO YEAR PERIOD: JULY 1, 2018 THROUGH JUNE 30, 2020. AMOUNT NOT TO EXCEED \$60,000.00. (\$30,000.00; JULY 1, 2018 - JUNE 30, 2019) (\$30,000.00; JULY 1, 2019 - JUNE 30, 2020)

- NO. 2019-286** COUNTY EXECUTIVE AND CLERK TO THE BOARD AUTHORIZED TO EXECUTE A TEMPORARY USE AGREEMENT FROM THE COUNTY OF MERCER TO PSE&G, FOR THE PURPOSE OF POWER LINE UTILITY POLE STORAGE; PROPERTY: MAINTENANCE YARD LOCATED AT MERCER COUNTY PARK. COMPENSATION TO THE COUNTY: \$1.00
- NO. 2019-287** AWARD OF BID RECEIVED APRIL 3, 2019 TO ATLANTIC DIAGNOSTIC LABORATORIES, INC. FOR LABORATORY TESTING SERVICES FOR THE MERCER COUNTY CORRECTION CENTER AS AN OPEN-END CONTRACT. AMOUNT NOT TO EXCEED: \$124,676.72. PERIOD: MAY 16, 2019 THROUGH MAY 15, 2021 WITH AN OPTION TO EXTEND FOR ONE (1) YEAR **(AB2019-09B)**
- NO. 2019-288** AWARD OF BID RECEIVED APRIL 10, 2019 TO KEEFE COMMISSARY NETWORK, LLC FOR FURNISHING AND DELIVERING COMMISSARY SERVICES FOR THE MERCER COUNTY CORRECTION CENTER. PERIOD: MAY 1, 2019 TO APRIL 30, 2021, WITH AN OPTION TO EXTEND FOR ONE (1) YEAR BASED UPON THE INDEX RATE. COMMISSARY ITEMS PURCHASED AT THE LOWEST UNIT COST PROPOSED AND A DEFINED 28% MARKUP COMMISSION TO THE COUNTY ON ANNUAL GROSS SALES **(AB2019-11)**
- NO. 2019-289** AWARD OF BID RECEIVED APRIL 26, 2019 TO MARBRO INC. FOR REPLACEMENT OF MERCER COUNTY BRIDGE NO. 861.1 OLD TRENTON ROAD (CR 535) OVER TRIBUTARY TO MILLSTONE RIVER LOCATED IN EAST WINDSOR TOWNSHIP, MERCER COUNTY. TOTAL AMOUNT: \$1,637,117.00. TERM: 90 CALENDAR DAYS FROM NOTICE TO PROCEED **(AB2019-01)**

NO. 2019-290 AWARD OF BID RECEIVED APRIL 10, 2019 TO ROHRER ENTERPRISES, INC. FOR ONE (1) 2019 OR NEWER FORD E-450 SHUTTLE BUS 12 AMBULATORY PASSENGERS PLUS 2 WHEELCHAIR OR 16 AMBULATORY FOR TRENTON MERCER AIRPORT AND THE MERCER COUNTY COOPERATIVE CONTRACT PURCHASING SYSTEM. PERIOD: MAY 13, 2019 THROUGH MAY 12, 2021. TOTAL AMOUNT NOT TO EXCEED \$71,870.00 (CK09MERCER2019-10)

NO. 2019-291 APPOINTMENT OF GARY GENTRY, KATHY FIERY, MARTIN R. HERNANDEZ, KATHERINE KISH, MELISSA TENZER AND JEFFREY SMITH TO THE MERCER COUNTY WORKFORCE DEVELOPMENT BOARD

NO. 2019-292 MERCER COUNTY BOARD OF CHOSEN FREEHOLDERS RECOGNIZES JUNE 2019 AS LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUEER PRIDE MONTH IN MERCER COUNTY

ADOPTED: Ayes - 6. Nays - 0. Abstain - 0. Absent - 1.

Ayes - Freeholders Cannon, Colavita, Frisby, Koontz, Walter and Cimino

Absent – Freeholder Melker

Freeholder Walter offered the following Resolution, seconded by Freeholder Colavita:

NO. 2019-293 COUNTY EXECUTIVE AND CLERK TO THE BOARD AUTHORIZED TO EXECUTE A SHARED SERVICES AGREEMENT WITH PRINCETON FOR THE PROVISION OF MUNICIPAL ALLIANCE PROGRAMMING FOR DRUG AND ALCOHOL PREVENTION AND EDUCATION. PERIOD: JULY 1, 2019 THROUGH JUNE 30, 2020. AMOUNT: \$28,056.00. (STATE FUNDS; NO COUNTY FUNDS)

ADOPTED: Ayes - 6. Nays - 0. Abstain - 1. Absent - 1.

Ayes - Freeholders Cannon, Colavita, Koontz, Walter and Cimino

Abstain – Freeholder Koontz

Absent – Freeholder Melker

Freeholder Koontz explained that he abstained on the Resolution because he serves as a member of the Corner House Foundation Board, who provides the service.

2019 MERCER COUNTY BUDGET

Chair Cimino announced that David J. Miller, Chief Financial Officer/Treasurer did not receive confirmation from the State for the Budget. Chair Cimino suggested that the Freeholder Board schedule a Special Formal Meeting on June 25th at 4:30 PM, to vote on the Budget. He asked Jerlene H. Worthy, Clerk to the Board, to advertise for the Special Formal Meeting.

Chair Cimino asked if there were any questions or comments. Hearing none, he called for a motion to continue the Public Hearing on the Amendments.

Freeholder Walter moved, **“To Continue The Public Hearing”**, seconded by Freeholder Frisby.

VOTE ON MOTION

Ayes – 6. Nays – 0. Abstain – 0. Absent – 1.

Ayes - Freeholders Cannon, Colavita, Frisby, Koontz, Walter and Cimino

Absent – Freeholder Melker

Freeholder Cannon asked if there was a reason why the Budget approval was delayed. Mr. Miller stated that the Budget may have been held up due to error with the Annual Financial Statement (AFS) filing.

NEW BUSINESS

Freeholder Frisby announced that the Burke Foundation and the Smith Family Foundation joined together to do the 2019 Trenton Kids Count, to get a better look at numbers and the impact of legislation and funding on children in the City of Trenton.

Freeholder Walter reminded the Freeholder Board that any input on the Administrative Code would be available July 1st.

Freeholder Walter mentioned that her father was a soldier during World War II and wanted to take a second to honor and recognize the 75th Anniversary of D-Day.

PUBLIC SECTION

At this time, Chair Cimino invited the members of the public to comment on any item listed on and off the agenda.

Kamau Kujichagulia, The Nubian News Publisher, expressed his concerns regarding money spent of programs and the success of programs.

ADJOURNMENT

A motion to adjourn the Formal Meeting was offered by Freeholder Colavita and seconded by Freeholder Frisby, which was adopted by the unanimous vote of the members of the Mercer County Board of Chosen Freeholders.

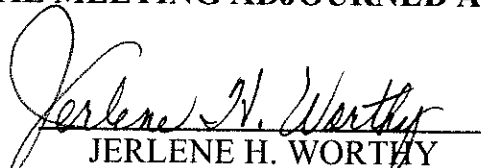
VOTE ON MOTION

Ayes – 6. Nays – 0. Abstain – 0. Absent – 1.

Ayes - Freeholders Cannon, Colavita, Frisby, Koontz, Walter and Cimino

Absent – Freeholder Melker

FORMAL MEETING ADJOURNED AT 6:18 PM



JERLENE H. WORTHY
CLERK TO THE BOARD



COUNTY OF MERCER
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JERLENE H. WORTHY, CLERK
BOARD OF CHOSEN FREEHOLDERS

LISA M. VENA
DEPUTY CLERK

MERCER COUNTY BOARD OF CHOSEN FREEHOLDERS

INFORMAL MEETING OF JUNE 11, 2019

MINUTES

Chair Cimino called the Agenda Meeting to order at 6:01 P.M. on June 11, 2019 in Room 211 of the Joyce L. McDade Administration Building, 640 South Broad Street, Trenton, New Jersey.

ROLL CALL

The following members of the Board answered the Roll Call of the Clerk to the Board:

Present – Freeholders Colavita, Frisby, Melker, and Cimino
Absent – Freeholders Cannon, Koontz and Walter

Chair Cimino led the Pledge of Allegiance and Salute to the Flag.

SUNSHINE LAW

The Clerk to the Board announced that in accordance with the provisions of the New Jersey Open Public Meetings Law, notice of this Informal Meeting had been mailed to The Trenton Times, The Trentonian and The Princeton Packet newspapers as well as having been posted in both the County Administration Building and Courthouse at least forty-eight (48) hours in advance of the meeting.

PRESENTATION

At this time, Chair Cimino announced that Dave Nash, District CEC/Co-op Coordinator of Mercer County Technical Schools, was in attendance at the meeting to introduce the students who placed at the 2019 NJ State SkillsUSA Competition. **(See Schedule A, attached hereto, and made a part hereof)** The following students received recognition:

- 1st Place Automotive Light Maintenance – Richard Gaskill
- 1st Place HVAC (PS) – Luis Figueroa
- 1st Place Career Pathway-Natural Resources – Edwin Garcia
- 1st Place Barbering – Christopher Rodriguez-Veras

COMMUNICATIONS

Four (4) communications were discussed and approved for placement on the Agenda for the Formal Meeting of July 18, 2019.

RESOLUTIONS

Eighteen (18) proposed Resolutions were discussed and approved for placement on the agenda for the Formal Meeting of July 18, 2019.

ON-GOING BUSINESS

Chair Cimino inquired about repairs to the Quakerbridge Road Bridge over the Amtrak Rail Line. Michael Herbert, Freeholder Board Counsel, explained that the bridge would be reduced to a single lane on each side of the bridge.

Freeholder Frisby asked if there was an expiration date on the “Mercer at Play” Grants. Andrew A. Mair, County Administrator, averred that the grant is open-ended.

Chair Cimino asked David J. Miller, Chief Financial Officer/Treasurer, if he received any confirmation from the State for the Budget. Mr. Miller indicated that at this time he had not received confirmation.

NEW BUSINESS

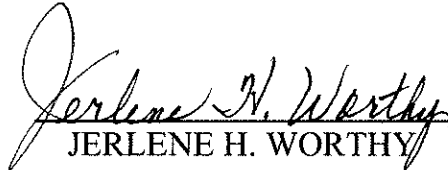
Jerlene H. Worthy, Clerk to the Board, mentioned that the Freeholder Meeting on Tuesday, June 25th would begin at 5:00 PM.

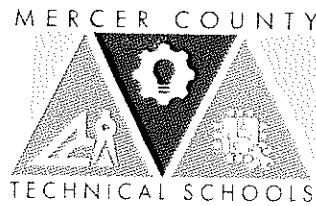
PUBLIC SECTION

At this time, Chair Cimino invited the members of the public to comment on any item listed on and off the agenda.

Alvyn Haywood, Mercer County Community College Faculty Association, expressed his concerns regarding several issues that represent the failure of Mercer County Community College's leadership. **(See Schedule B, attached hereto, and made a part hereof)**

AGENDA MEETING ADJOURNED AT 6:40 PM


JERLENE H. WORTHY
CLERK TO THE BOARD



2019 NJ State SkillsUSA Winners



Automotive Light Maintenance:

Richard Gaskill - 1st Place
Esdras Cruz - 2nd Place
Anzar Zia - 3rd Place

Building Maintenance (Post Secondary) - 1st Place:

Patrick Cifelli

Building Maintenance:

Larry Joyner - 1st Place
Victoria Frank - 2nd Place
Luis Perez - 3rd Place

Barbering - 1st Place:

Christopher Rodriguez-Veras

Career Pathways-Natural Resources - 1st Place:

Ciara Concepcion
Edwin Garcia
Kacper Zajdel

Cosmetology Knowledge

Bowl - 1st Place:

Giayana Feliciano
Laura Giberson
Destiny Pierre
Maria Rodriguez-Chacon

HVAC (PS) - 1st Place:

Luis Figueroa

Carpentry:

Josh Cobb - 2nd Place
Jamison Hoppe - 3rd Place

Culinary Arts - 2nd Place:

Anastasiya Kuzmenko

HVAC - 2nd Place:

Joey Baffuto

Restaurant Service - 2nd Place:

Jessica Sedor

Team Skills Demo - 2nd Place:

Sara Reilly
Victoria Ford

Basic Masonry - 3rd Place:

Emily Kochenash

Employment Application Process - 3rd Place:

Shajheida Allysandra Canto

Motorcycle Service Technology - 3rd Place:

Brandon Shipley

Medical Terminology - 3rd Place:

Erin Baxter

"Schedule B"

Key Events at MCCC, Spring 2019.

On Feb 21: Several college employees as well a representative of the NAACP spoke at the Board of Trustees meeting condemning President Wang's hiring practices.

On March 11: Mercer's Security Chief Michael Flaherty filed a lawsuit claiming retaliation for his attempts to whistleblow the college's ongoing violations of the Clery Act and Title IX.

On March 22: Laureen Meyer resigned her position as an executive assistant to the Vice President citing specific "unethical and unprofessional" activities by Dr. Wang. Those activities were also reported to the head of Human Resources on March 3.

On April 11: The Mercer County Community College faculty voted (without dissent) No Confidence in President Wang.

On April 12: Vice President of Academic Affairs Dr. Brandon Shaw was relieved of duties. Dr. Shaw was the fifth person to hold that position in less than four years of President Wang's tenure.

On April 18: Faculty, staff, and former staff presented their Vote of No Confidence as well as a litany of evidence and allegations at the Board of Trustees meeting.

On April 26: The College Voice published an anonymously produced survey of former Mercer administrators describing President Wang's leadership as, among other things, abusive and narcissistic.

On April 30: Dr. Brandon Shaw filed a racial discrimination lawsuit against the college, specifically naming Dr. Wang.

On May 2nd: A Trentonian article was published regarding Dr. Shaw's racial discrimination lawsuit against the college.

On May 8th: The publication *Diverse: Issues in Higher Education* published an article outlining Dr. Shaw's lawsuit and the Vote of No Confidence.

On May 23: Members of the college's Faculty Association voiced ongoing and additional concerns to the Board of Trustees at their official meeting, entered a transcript of the April Board meeting Transcript into the record, and called for President Wang to be suspended pending an independent investigation.

"Schedule B"

April 11, 2019

Statement by the Faculty Association of Mercer County Community College:

Whereas President Jianping Wang fails to lead Mercer County Community College effectively, resulting in wasteful spending, degradation of morale, high attrition, and less academic rigor, be it hereby resolved that the faculty has no confidence in the ability of President Wang to serve as President of our institution.

The Faculty of Mercer County Community College calls on our Board of Trustees to take immediate action to prevent further damage to our institution and our students, to find new leadership to speedily remedy the harm already done to our institution, and to re-open the closed channels of communication between the college and the Board of Trustees.

"Schedule B"

Specific statements by the Faculty Association of Mercer County Community College in support of the Vote of No Confidence in President Wang's ability to serve our institution.

Whereas President Jianping Wang has implemented policies that prevent the Board of Trustees from exercising due oversight. Specifically,

- The President implemented a Code of Ethics for Board of Trustees members blocking communication with any college employee other than herself.
(<https://mlink.mccc.edu/omb/OMB380.pdf>)

Whereas, President Jianping Wang has grievously mismanaged the College's financial resources, wasting significant amounts of money on ineffective services and programs. Dr. Wang has failed to safeguard the fiscal security of the College and created a system in which tuition increases compensate for her failures. Specifically, President Wang,

- Dismantled the IT department and spent more than \$2 million to hire an external company to handle IT functions under the pretense of better service and savings to the college. In fact, the firing of IT staff members was an illegal violation of their contract and ultimately cost the college spent at least \$300,000. In addition, IT service has been uneven and frustrating with outages and serious service disruptions in Web site operations and online applications since the implementation of the contract with Ellucian.
- Purchased 13,200 licenses for a costly and poorly developed compliance training program. Many faculty members on campus refused to complete it without revisions because it asked them to relinquish their First Amendment rights.
- Spent more than \$800,000 annually for a cleaning services contract despite a survey showing that most faculty and staff are dissatisfied with the cleaning company performance and describe many offices, classrooms and restrooms as "filthy."
- Mismanaged financial aid staff, policies and procedures, leading to a costly and damaging audit.
- Signed a 20-year lease on 101 Broad St. in Trenton committing the College to \$22,000 monthly rent payments (\$260,000/year) for a building that will require extensive renovation to become functional and for which the College has no apparent need.
- Relied excessively on increases in tuition and fees to maintain fiscal stability at students' expense. While tuition increases have typically been under 4%, in 2018 tuition and fees increased 7.8%.
- Planned a \$5 million renovation of the Student Center enrollment area to create a "One Stop," a project previously competed in 2010. This renovation is of questionable priority and value as the Student Center is currently extremely functional but across campus classrooms are inadequate and bathrooms are badly in need of renovation. In addition, this renovation will impede services to students by displacing staff to inadequate temporary spaces.

"Schedule B"

Whereas, President Jianping Wang has shown disregard and disrespect for policies and practices fundamental to student success. Specifically, President Wang

- Developed contracts with outside institutions for college-level credit offerings without consulting department heads and faculty members who are responsible for maintaining curriculum standards. As the Middle States Commission on Higher Education has stated, faculty must "assure continuity and coherence of the institution's (MCCC) program."
- Required arbitrary overriding of class limits and authorized students to be signed in to classes more than one week after the start date, thus compromising students' chances for success in those courses.
- Dismissed and disregarded grievance and negotiation processes.
- Violated and undermined employment policies and practices, resulting in a strikingly high number of grievances with little regard to resolve them in a fair manner to ensure student success.
- Publicly characterized the placement testing program as "testing our students to show them how stupid they are," thereby suggesting that students in developmental education courses are stupid.
- Equated students' low economic status with their race in a public meeting.
- Created a new 14-week academic calendar without input or concurrence from the Faculty Council on Teaching and Learning or representatives of the MCCC Faculty Association, causing multiple scheduling issues and harming student success.
- Allowed staff to carry-out key faculty roles and academic work that has damaged a vibrant program and undermined student success.

Whereas, President Jianping Wang has grievously mismanaged the College's human capital, undermining shared governance, marginalizing employees, endangering the health of students, faculty, and staff, and instigating high employee turnover which creates an unstable workforce and corrodes morale. Specifically, President Wang,

- Failed to hire a Dean of the James Kerney Campus for 10 months, damaging enrollment and retention at a campus serving some of our most high-need students.
- Failed to maintain standards for compliance for key student success grants managed out of the James Kerney campus, risking important funding for both MCCC students and those in Trenton high schools.
- Twice overruled the decision of the JKC Dean Hiring Committee in disregard of governance norms, creating the appearance of personal bias in hiring decisions.
- Damaged the College's relationship with the Trenton community by mismanaging the James Kerney Campus.
- Failed to retain key leaders such as Vice President of Academic Affairs and Director of Financial Aid. Since her appointment in 2015, MCCC has had five different Vice Presidents of Academic Affairs, including firing VPAA Shaw. Such turnover prohibits the achievement of long-term strategic goals and creates institutional confusion.
- Contributed to the high turnover rate in leadership, including Academic Deans, leading to a loss of institutional memory and creating confusion regarding policies and procedures.

"Schedule B"

- Undermined the governance system and damaged the accreditation process by disregarding input from committees, college governance bodies and other key stakeholders in making decisions that affect teaching, learning, and campus operations.
- Consistently undervalued and undermined the faculty by blaming them for low enrollment. President Wang has publicly chided the faculty, citing inaccurate and misleading information at multiple College Assembly events.
- Neglected the College's Strategic Plan and failed to unite the faculty and campus community toward a common goal or agenda, alienating stakeholders on campus who sought to collaborate with her in moving the college forward. Specifically, key committees reporting to her guidance and charged with overseeing the execution of the Strategic Plan have not met or not produced results.
- Dismissed health risks posted to faculty, staff, and students exposed to high levels of surface mold in MS building science labs in her public statements to the press, directly contradicting EPA and OSHA guidance in this context.

Whereas President Jianping Wang has damaged the reputation of the College by appearing in promotional materials for Ellucian. Specifically, President Wang,

- Created an appearance of a conflict of interest which damages the College's national reputation and undermines employee trust by illegally firing College IT employees and committing the College to a costly contract with Ellucian which includes the arguably disruptive and damaging adoption of Ellucian cloud services, and then appearing in Ellucian promotional materials.

Whereas, President Jianping Wang's failed leadership puts the College's accreditation at risk by potentially failing to meet Middle States Standard I: Mission and Goals, Standard II: Ethics and Integrity, Standard IV Support of the Student Experience, Standard VI: Planning, Resources, and Institutional Improvement, and Standard VII: Governance, Leadership, and Administration.

Be it therefore resolved that the faculty have no confidence in the ability of President Jianping Wang to lead Mercer County Community College.

New Jersey Law Journal

Community College Sues AIG for Revoking Coverage of Whistleblower Lawsuit

Mercer County Community College seeks a judgment that AIG Claims is obligated to defend and indemnify the college and its administrators in connection with the college head of security's lawsuit.

By [Charles Toutant](#) | April 18, 2019 at 05:12 PM

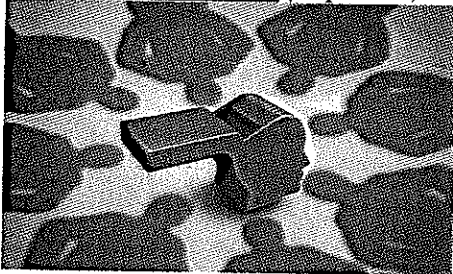


Photo: Bigstock

Mercer County Community College is battling with AIG Claims Inc. in federal court after the insurance company denied coverage for a whistleblower lawsuit filed by the college's head of security.

The college accuses AIG of bad faith and breach of contract for disclaiming coverage for the suit filed by Michael Flaherty, who claims he was falsely implicated for sexual harassment as retribution for reporting that the college failed to comply with Title IX when reporting an indecent exposure incident on campus. AIG, as claims administrator for the \$5 million National Union policy, refused to cover the incident because it was related to criminal complaints made by Flaherty before the relevant policy period in which he accused two administrators of coercing a female subordinate to file a sexual harassment complaint against him.

The college sued AIG in Mercer County Superior Court on Feb. 28 and the insurance company removed the case to federal court Wednesday based on the parties' diverse citizenship. MCCC is based in New Jersey and AIG in New York.

MCCC seeks a judgment that AIG Claims is obligated to defend and indemnify the college and its administrators in connection with Flaherty's lawsuit. The college also seeks reimbursement from AIG for attorney fees and costs expended in defense of that case.

AIG said in a disclaimer letter in October 2017 that it denied coverage of Flaherty's civil suit because it was deemed related to criminal complaints he filed in West Windsor Municipal Court in June 2017 against Monise Princilus, executive director of human resources and compliance, and Mark Harris, vice president for finance and administration. The letter cited a policy

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provision stating that a "subsequent related claim ... shall be deemed to have been first made at the time that such previously reported claim was first made."

But that provision should not apply because the prior criminal proceedings "did not arise from the same facts" as the suit by Flaherty, MCCC claimed in its lawsuit.

Flaherty, in addition to his duties as supervisor of campus security operations, also served as Title IX investigator for MCCC and was responsible for reporting campus crime data to comply with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

In the summer of 2016, Flaherty believed MCCC was not in compliance with certain requirements of the Clery Act. He brought the issue to the attention of his superiors, including MCCC President Jianping Wang. He also said he could not continue in his role as Clery Act compliance officer without additional training. But his reports were ignored and he was denied the additional training needed to renew his Clery Act certification, his suit claims.

In November 2016, Flaherty received a letter from the U.S. Department of Education stating MCCC was noncompliant with the Clery Act due to deficiencies in reporting certain crime data and information about programs designed to increase awareness of sex offenses. Soon thereafter, he sent an email to Wang bringing the noncompliance letter to her attention.

In December 2016, Flaherty received a report from a campus security officer, Jennifer Goddard, that another security officer, Martin Moreno, had texted her an inappropriate sexual request. After an investigation, Flaherty determined it was unclear whether the text message came from Moreno, or if another person sent the message with Moreno's phone while he was attending a party. After the investigation, Goddard issued a complaint against Moreno.

But Goddard allegedly told the Mercer County Prosecutor's Office that Princilus, the human resources director, told her she would not pursue Goddard's investigation against Moreno unless Goddard also filed another complaint against Flaherty over anecdotes of a sexual nature that he shared with her. One anecdote concerned another female employee who had told sexually graphic jokes at work but was offended by a sexually vulgar birthday cake. Another anecdote involved Flaherty buying contraception for his daughter. Goddard resisted filing a harassment complaint against Flaherty but ultimately agreed to do so after Princilus indicated she would not process the complaint against Moreno otherwise, his suit claims.

Then, in February 2017, student Adam Woolf, posing as a staff member, lured some children under the age of 13 into a shower at the college's physical education building and exposed himself to them. Woolf was apprehended by campus security and West Windsor police. The following day, Flaherty told Harris that MCCC would be in violation of the Clery Act if it did not send a timely warning about the Woolf incident to the campus community. But the college did not issue a statement for several days, following coverage in local media.

Flaherty resigned from his position as Title IX investigator after the Woolf incident. In April 2017, Goddard withdrew her complaint against Flaherty. The following month, Princilus issued a

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memo stating that Flaherty's conversations with Goddard were "in violation of College policy," without specifying which policy, and directed him to review college policy on harassment. Flaherty claims Princilus and Harris continue to harass him for his complaints that MCCC violated the Clery Act and failed to comply with reporting requirements under Title IX.

His suit claims the college, Princilus and Harris retaliated against him by forcing Goddard to file a fabricated charge of harassment, denying him due process during Princilus' investigation of the harassment complaint, issuing a memorandum indicating that he violated the college harassment policy and refusing to place any documentation in his file indicating that Goddard's complaint was withdrawn.

In an answer to Flaherty's suit, filed in state court March 12, the college, Princilus and Harris generally denied the allegations and said Flaherty suffered no adverse employment action.

Sandro Polledri of Adams Gutierrez & Lattiboudere in Newark, who represents MCCC in the insurance case, declined to comment. Keith Murphy of Gordon Rees Scully Mansukhani in Florham Park, representing AIG, did not return a call.

David Zatuchni of Zatuchni & Associates in Lambertville, who represents Flaherty, did not return a call about the case. Elissa Grodd Schragger of Mason, Griffin & Pierson in Princeton, who represents MCCC, Princilus and Harris in the employment suit, declined to comment.

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MCCC President Faces Discrimination Lawsuit, Faculty Vote of 'No Confidence'

[DiverseEducation.com/Article/145243/](https://diverseeducation.com/article/145243/)

Tiffany Pennamon

May 8,
2019

Mercer County Community College (MCCC) and its president Dr. Jianping Wang is under fire for what ousted former vice president of academic affairs Dr. James Brandon Shaw alleges is unlawful racial discrimination, according to a lawsuit filed April 30 in the Superior Court of New Jersey.

Shaw's lawsuit alleges that MCCC and Wang racially discriminated against him when they decided to not reappoint him for the 2019-20 academic year, effectively terminating his employment as vice president. The suit follows a no-confidence vote and statement by MCCC's Faculty Association in which faculty say Wang "grievously mismanaged" operations of the college.

"Dr. Shaw is very appreciative of the faculty's 'No Confidence' vote and finds it significant that the vote was announced the day after the president announced to the college community that she would not be renewing his contract for the next academic year," said Shaw's attorney Patricia Barasch in an email. "Dr. Shaw states that Mercer County Community College has an extremely dedicated and strong faculty, and he has been honored to work alongside them on college and statewide initiatives."



Dr. Jianping Wang

Shaw joined MCCC in March 2018 on the unanimous recommendation of a search committee although Wang wanted to hire a White male for the role, the lawsuit said. He was reappointed as vice president for academic affairs in June 2018.

Shaw's suit noted that he had not received any notice or documentation that his performance as vice president was "in any way problematic, or that there were any concerns about his performance," the lawsuit said. "To the contrary, [Shaw] was highly regarded by administrators, staff and students alike for his leadership, integrity, collegial engagement and dedication to students."

As Shaw continued to serve in his role, conflict with Wang ensued.

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Earlier this year, the president attempted to bypass an internal hire recommendation provided by Shaw, the Dean's Council and a search committee for the position of dean of the James Kerney Campus in Trenton, N.J. While Shaw was out of the office, Wang requested that Shaw's executive assistant at the time, Laureen Meyer, compose a memo on Shaw's behalf recommending the non-internal candidate that was not recommended, the lawsuit said.

Meyer said that when Shaw found out, he explained that if Wang wanted to hire somebody else, "that's fine, but don't say that it's my decision because it's not my decision."

"It came down to a choice of either betraying Dr. Shaw and doing something I considered unprofessional and unethical, or resigning," Meyer said.

The former executive assistant submitted her resignation to Shaw on March 8, citing Wang's requests as a "personal attack on my ethics, morals and professionalism."

Later on March 27, Wang issued a letter to Shaw thanking him for his "work on behalf of the students of the Mercer County Community College." It also informed him that she would not be recommending him for reappointment as vice president of academic affairs for the next academic year, and that his employment would end on June 30.

On April 10, Wang informed Shaw that his last physical day on campus would be April 12. She shared the news of Shaw's employment status with all deans and faculty that same day, the lawsuit said.



Dr. James Brandon Shaw

Shaw alleges that MCCC and Wang would not have terminated him if he were not African-American, which is a violation of New Jersey's Law Against Discrimination. The ousted executive's lawsuit includes additional claims that Wang made public remarks demonstrating a bias against African-Americans and other comments referencing African-American stereotypes as recently as February of this year.

Now as a result of Shaw's termination, the majority of the deans are White, as is the interim vice president of academic affairs Dr. Robert Schreyer – Wang's initial choice for the position, the lawsuit says.

Shaw seeks a reinstatement to his position as vice president of MCCC, a trial by jury, punitive damages and "other relief as the court deems just and proper."

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"We will now proceed with written discovery and depositions, which we believe will establish that MCCC and President Wang unlawfully discriminated against Dr. Shaw on account of his race when they refused to reappoint him for the 2019-20 academic year and instead terminated his employment," Barasch said.

Meyer, the former executive assistant to Shaw, said she noticed a pattern of discriminatory behavior by Wang and that she favored White males.

In addition to Wang's hiring practices, "she said the most absurd things," Meyer added about the MCCC leader, referencing one incident at the end of a Black History Month celebration where Wang publicly shared with the audience that her mother previously told her that Africans were "stupid and dirty."

"There are thousands of people that you could quote," Meyer said in an interview with *Diverse*. "Who the heck quotes their mother on something so derogatory at that?"

Wang did not respond to requests for comment.

Jim Gardner, director of public relations at MCCC, said the college could not comment on the litigation.

"Mercer County Community College is firmly committed to maintaining a vibrant and diverse learning environment, and that's from students to faculty and staff to administrators," Gardner said. "Discrimination is not tolerated on any level and that's a policy that comes down from the top."

Shaw's lawsuit adds to growing concerns at the college about Wang, a general disregard for shared governance and the dismissal of faculty considerations by the board of trustees.

"It's crazy that this concentration of power is so great that Vice President Shaw was just fired," said Alwyn Haywood, professor of speech communications and president of the MCCC Faculty Association. "And he was fired not because of anything else other than he did not co-sign the unethical decisions of the president."

On April 11, the day prior to Shaw's departure from MCCC, the Faculty Association passed a vote of no-confidence in Wang's leadership. Of the 85 faculty members who voted, 82 voted no confidence and three abstained.

In the Faculty Association's statement detailing their reasons for the no-confidence vote, members say that Wang's leadership at MCCC has resulted in wasteful spending, degradation of morale, high attrition, less academic rigor and "closed channels of communication" between the college and the board of trustees.

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The statement called out, among a list of items, Wang's decision to dismantle the college's IT department, failure to retain key leaders, neglect of the college's strategic plan and a controversial decision to establish a contract with Elucian in what appeared to raise a conflict of interest, several faculty said. Another point of concern was the decision to change the semester from 16 weeks to 14 weeks.

"It was not done in consultation with those of us who are responsible for curriculum development," Haywood said. "Therefore, many of the decisions that were made were made without really taking into consideration shared governance. It became, in many of our minds, very autocratic — this desire to concentrate power in the executive realm."

Gardner declined to comment on the Faculty Association's statement because it is "tangential to the lawsuit," he said.

"None of what it is that we're doing brings us any degree of joy. We are sorely disappointed because there were more of us who wanted [Wang] to succeed," Haywood continued. "She's a nice person, but we need a leader. We need someone who really understands the environment that the college is in."

The "grumbings" amongst faculty first began when Wang arrived on campus four years ago, Haywood said. After assessing her career background, faculty members did not consider her as their first choice for the presidency, he said.

Even so, Haywood, who is African-American, said he encouraged other faculty to give Wang a chance, given her status as a person of color and the fact that this was her first presidency.

"As professionals, we're willing to work with anyone," he said. "We're on the same boat. We're on the same team. So we want the boat being Mercer County Community College and we want to float and to thrive."

Four years later, that optimism for Wang's presidency has now turned into a vote of 'no confidence' for the leader and a civil action lawsuit.

"I've seen more people leave this college in the past four years, and I've been working here for 27 years. We're really walking around here on eggshells to be honest," Haywood said. "The situation is affecting the esprit de corps of the faculty and staff, so you know students are going to pick that up."

Tiffany Pennamon can be reached at tpennamon@diverseeducation.com. You can follow her on Twitter @tiffanypennamon.

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From: Meyer, Laureen
Sent: Sunday, March 03, 2019 8:19 PM
To: Shaw, James
Cc: Princilus, Monise; Knight, Elizabeth; Haywood, Alwyn
Subject: Request for Meeting and Clarification

Dr. Shaw,

In your absence, on Friday, March 1, 2019, an incident occurred that has made me uncomfortable. Unfortunately this is not the first time it has happened so I would like to request a meeting with Human Resources and my Union President to discuss the situation. I have detailed the incident below.

Towards the end of the day on Friday, March 1, Dr. Wang had approached me, at my desk, well within earshot of others, and directed me to print out a new copy of the memo recommending Dr. Perry-Conley as the Dean of the JKC campus. She also asked me to print out an e-mail you had sent me on February 4, 2019. Dr. Wang informed me that the fresh copy of memo and the e-mail would be used as documentation that you recommended Dr. Perry-Conley.

I found this request to be disconcerting for two specific reasons. First, I was, and still am, under the belief that Dr. Perry-Conley was not your candidate of choice, and secondly, Dr. Wang is already in possession of the e-mail with attached clean memos. I could think of any reason why I was the one that needed to print them out. I was uncomfortable contradicting the president in such a public place so I told Dr. Wang that I would do it on Monday after speaking with you.

In order to fully understand the severity of my complaint I feel the need to relay the time-line of events leading up to Friday.

- On Tuesday, January 22, and Thursday, January 24, two candidates for the Dean of JKC, Dr. Ashford-Ligon and Dr. Perry-Conley were brought to campus for Open Forums and final interviews with the Search Committee, the Deans Council, PLT, yourself and Dr. Wang.
- After these interviews occurred, and during the course of the week that followed, you and I had several conversations where you made it perfectly clear to me that your choice for Dean of JKC was Dr. Ashford-Ligon.
- On Friday, February 1, 2019, you were off campus at the monthly Academic Affairs Officers Affinity meeting at Middlesex College.
- During the afternoon of February 1, I was told by Dr. Wang that Human Resources had been directed by her to extend an offer of employment to Dr. Perry-Conley and I was to start to compose the necessary paperwork.
- Again, I found this odd since, as stated above, you and I had numerous conversations where you made it perfectly clear to me that Dr. Ashford-Ligon was your choice for Dean and was also, by unanimous decision, the choice of the Deans Council.
- I also had every reason to believe that Dr. Ashford-Ligon was the democratic choice of the staff and faculty attending the Open Forum, and held the recommendation of PLT. It was for these reasons that I began to question myself why Dr. Perry-Conley was being offered the position.
- Later that afternoon, Friday, February 1, you had telephoned me explaining that there was an incident at your home in Washington DC that needed your immediate attention.
- I briefly explained to you the situation that was transpiring at the office.

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- Since Dr. Perry-Conley did not accept the offer immediately on Friday and asked for the weekend to consider it, I felt as though the situation would be cleared up on your return to campus on Monday. At this point we did not know the extent of the damage done to your home.
- It wasn't until later that weekend that you were able to contact me to inform me of the amount of the damage done to your home and that you would most likely be out for several days trying to deal with your property damage.
- On Monday, February 4, Dr. Wang had directed me to e-mail you the two memos appointing Dr. Perry-Conley and Mr. Kevin Duffy to Dean of JKC and Dean of Health Professions, respectively.
- I was uncomfortable e-mailing you while you were officially off duty, knowing that you were dealing with a serious personal issue. *(In December Dr. Wang had reprimanded me and made it perfectly clear to me that under no uncertain circumstances were people to work from home. She stated that the college was clear on their policy regarding working from home regardless of the position/rank they held. This was a result of a separate incident where I marked your time-sheet as working from home and Dr. Wang would not approve.)*
- Being unable to speak with you, I interpreted that to mean that Mr. Duffy would go to the board, but since I did not have the opportunity to speak with you directly to once again clarify your position on Dr. Perry-Conley, I felt it best to hold back the memo appointing Dr. Perry-Conley. *(By this time the Dean of JKC position had been open for a year and so I did not think it unusual for another week or so to be an issue.)* I moved forward with signatures for Mr. Kevin Duffy's paperwork but not with Dr. Perry-Conley's.
- I reiterate that it is my belief that these requests contradicted your wishes, therefore I not only held back the memo regarding Dr. Perry-Conley, but so that there would be no action taken until your return, I redacted your name from the original memo.
- I feel that these requests from Dr. Wang, which has always been in your absence, has placed me in an untenable situation. I respectfully request a meeting with both a representative from Human Resources and my Union president, Ms. Beth Knight to discuss this situation.

Over the last year, I believe you and I have developed a positive working relationship based on mutual respect and trust. I feel as though Dr. Wang's actions of requesting me to go against your wishes, particularly in your absence, has placed me in a position that is unethical, immoral and completely unprofessional.

Unfortunately this has not been an isolated incident. There have also been previous incidences where I was directed by Dr. Wang to do something in your absence that I have not been comfortable with, *(i.e. Dr. Bennani's interview)*

I have over 20 years experience in supporting "Chief-level" executives and pride myself on my personal integrity, moral ethics and utmost professionalism. Never have I been put in such a position. I feel that Dr. Wang actions violates my civil liberties by attempting to create a hostile work environment. Therefore, on my return to work on Monday afternoon, *(I have previously requested and have been approved for Monday morning off)* I request to meet with my Union President, Ms. Beth Knight, and Human Resources, Ms. Monise Princilus, so I am perfectly clear on what my rights are before moving forward with Dr. Wang's directive to me.

Respectfully,

Laureen Meyer

C. Monise Princilus- Executive Director of Human Resources
Beth Knight, Union President
Professor Alwyn Haywood, Chair of Dean for JKC Search Committee

Letter to the Editor

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NOTE: This content was submitted to The VOICE for publication by outside contributors. It was not written by VOICE staff and does not necessarily represent the opinions of the staff or editors. We encourage all voices from our community to contribute following the submission guidelines found in our Policy Manual at: www.mcccvoice.org/tools/policy-manual/

In late March, Mercer faculty reached out by email to a number of upper level Mercer employees who served under the college's current president Dr. Jianping Wang and are no longer working at the college. The goal was to gain a clearer understanding of the relationship Dr. Wang has with her administrative team, particularly in light of the potential for a faculty vote of no confidence in her leadership which has since occurred. (NOTE: All contact and responses were made prior to the removal of the most recent Vice President for Academic Affairs, Dr. J. Brandon Shaw)

The contact email explained that "It is not a good idea to form opinions about people without speaking directly to those that know them," and that the goal was to "gather opinions of our president directly from former MCCC leaders."

Participants were invited to take an online survey, which some did. Others opted to be interviewed directly by phone.

These were the questions given:

1. Please give your opinion of MCCC's current president? (likes/dislikes/concerns)
2. Do you have specific examples that illustrate your opinion of MCCC's president?
3. Several administrators have left MCCC in recent years. Would you attribute their leaving in any way to MCCC's president? If so, would you please elaborate?
4. Please provide any other comments/thoughts you have regarding MCCC's president.

The respondents understood that their names and former titles would be kept confidential, so they could feel free to speak candidly.

The respondents' comments fell into three basic categories. Their responses are paraphrased below. Key terms that respondents emphasized are included throughout.

Leadership

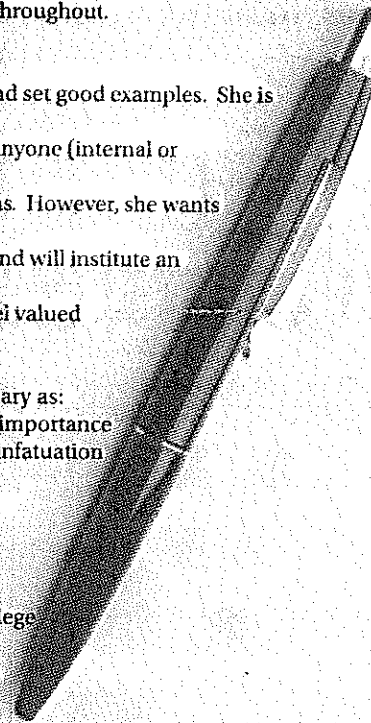
- Good leaders are transparent, collaborative, supportive, and set good examples. She is none of these.
- She did not demonstrate that she cared about input from anyone (internal or external to the College) on anything.
- [She is] a visionary leader who cares about diversity of ideas. However, she wants to surround herself with an echo-chamber.
- She micro-manages, is not receptive to input or criticism and will institute an agenda meant for you to fail if you disagree with her
- She does not make the administrators who work for her feel valued

Personality

- She is narcissistic (Defined by Webster's Collegiate Dictionary as: "extremely self-centered with an exaggerated sense of self-importance : marked by or characteristic of excessive admiration of or infatuation with oneself" Definition added for clarification.)
- [In] several instances she directly misrepresented the truth

Teamwork

- [I] felt part of an abusive professional relationship
- She enjoys very little respect among the NJ community college community
- Several current MCCC administrators will likely leave soon
- Given her actions, one wonders whether the board is actually paying attention



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Public Comment Statement made at the Mercer County Community College Board of Trustees Meeting, May 23, 2019

Read by Mercer County Community College Faculty Association representative to the Board, Dylan Wolfe, Ph.D., Associate Professor and Chair, Department of Arts & Communication

In the past two months a series of court filings and news media articles have provided evidence or allegations of serious misconduct by the college's President and administration. Included are public accusations involving racial discrimination, sexual misconduct, failure to comply with federal statutes, retaliation against whistleblowers, falsification of documents, and other breaches of ethics.

The faculty association of Mercer County Community College call upon the Board of Trustees to rise to their responsibility to **"have and be responsible for the management and control of the College"** (OMB 100 - Article II Powers; Section 2 Powers). The reputation of this college has been repeatedly called into question. The Board of Trustees has an obligation to discover the true facts so as to either protect the college's reputation from false statements or to rectify serious negligence and mismanagement. Without any additional delays the Board of Trustees should suspend President Jianping Wang until an objective evaluation of administrative conduct can be completed by an independent investigator.

Such action is, in fact, a standard procedure when serious charges are made against a college executive officer. Rowan College at Burlington, for example, placed their President on leave just six days after a single accusation of racial discrimination was made in 2017. Their Board of Trustees then hired an outside attorney and former state police officer to conduct an investigation.

Those decisions were made, again, after a single allegation; our President faces a litany of charges equal and more egregious. Failure of this board to respond appropriately only makes them complicit. Positive foundation growth and a healthy bottom line does not indemnify, exonerate, or excuse. If the Board remains unwilling to dismiss the President, then they must (at the very least) ensure the reputation of the college by placing her on leave and appoint an outside investigator.

In addition, due to multiple allegations of administrative retaliation and punitive dismissal, the Board of Trustees should extend OMB 966, the provision for conscientious employee protection, to include protections for any employee who provides statements or evidence of any kind as part of this investigation.