



Retention Strategies for an Inclusive and Engaged Workforce

Thursday, February 1, 2024 | 1 p.m. ET

Sponsored by



CUPA-HR Webinar

Presenters



Anna Krupitskiy

Vice President for Human Resources,
Hudson County Community College



Stephanie Sergeant

Assistant Director, Human Resources,
Hudson County Community College

Presentation Outline

- About HCCC
- Timeline Overview
- Strategic Planning
- Culture of Care
- Recruitment Focus
- Recognition and Appreciation
- Retention Equity
- Programming
- Professional Development
- Highlights of National Recognition

About Hudson County Community College



Located in the most ethnically diverse, densely populated area of the United States, Hudson County Community College (HCCC) reflects the vibrancy, resilience and determination of its residents and its history.

- **90 degree and certificate programs**
- Middle States Commission on Higher Education
- 3 campuses** in Hudson County
 - Journal Square, Jersey City, NJ
 - North Hudson, Union City, NJ
 - Secaucus Center, Secaucus, NJ

Student Enrollment

- **20,000** Credit and Non-credit

Employees

- **~1000** Employees

Securing Stakeholders

2017-2018

Board of Trustees Presidential Search; DEI Priority for Next President

July 2018

Appointment of President Christopher Reber

March 2019

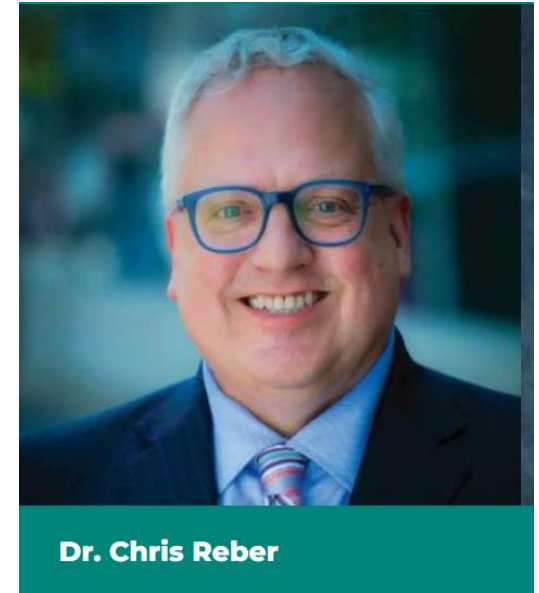
Appointment of Vice President for Human Resources

Fall 2019

Establishment of President's Advisory Council on Diversity, Equity and Inclusion

July 2021

Establishment of Office of Diversity, Equity and Inclusion; Appointment of Vice President for Diversity, Equity and Inclusion



Hudson is Home! 2021-24 Strategic Plan

Strategic Direction 1: A Culture of Student Success and Completion Grounded in Data and Best Practices

Strategic Direction 2: A College Community that Celebrates and Advances Diversity, Equity and Inclusion in All Forms

Strategic Direction 3: Innovative Programming for Students Aligned with Workforce and Community Needs

Strategic Direction 4: Faculty and Staff Professional Development in Teaching, Learning, and Student Support Best Practices

Strategic Direction 5: Facilities and Technology that Serve the College and Community



Poll Question

How recently has your institution administered a climate survey?

- On our agenda for this year
- Last year
- 1-2 years ago
- 3-4 years ago
- 5+ years ago

President's Advisory Council on Diversity, Equity and Inclusion

- GOAL #1 – Supporting an inclusive culture of care at HCCC; creating DEI infrastructure, training programs, and initiatives across the College.**
- GOAL #2 – Weaving diversity, equity, and inclusion guidelines and practices into recruitment and hiring practices, screening committee procedures, promotion considerations, and succession planning.**
- GOAL #3 – Creating clear and transparent processes for safety, security, and incident reporting that are free of intimidation and respectful of confidentiality.**
- GOAL #4 – Building community and a sense of belonging for students by advancing their academic development, professional growth, and personal transformation.**

Culture of Care

Wellness Programs

- Wellness Fair
- Steps for Wellness
- Employee Assistance Program
- Flexible Work Arrangements
- FMLA/Leaves



Participants in HCCC's
Steps for Wellness
challenge get ready for the
walk to Exchange Place

Poll Question

Are you using your EAP provider for workshops and wellness programs in addition to direct employee assistance?

- Yes
- No

Culture of Care



Children on Campus Policy

Take Our Sons and Daughter's to Work Day "TODAS"

Recruitment

Focus of Recruitment, Screening and Hiring Policy and Procedure



“The purpose ... a highly qualified, professional, talented, and diverse workforce through fair, equitable and inclusive processes.”

- Recruitment Campaign
- Screening Committee Process
- Implicit Bias
- DEI Checkpoints
- Hiring Recommendations

Attracting Applicants

HR Website

- Employee Testimonials
- Recognition and Appreciation
- Applicant Tracking Software **NEW**

Focus of DEI Experience

- Reduced Minimum Qualifications
- Expanded Advertising Efforts
- Internal Advancement/Promotions



Welcome to the Office of Human Resources

The Office of Human Resources is committed to serving the mission of Hudson County Community College (HCCC) by providing leadership and guidance in the development, implementation and administration of Human Resources policies, practices, and programs. We are dedicated to working strategically with the diverse HCCC community in identifying and responding to its changing needs.



Recruitment & Job Opportunities

"If you are looking for an employer where education, training opportunities, and a collegial atmosphere are their top priorities it would behoove you to apply here at Hudson County Community College." – Dorothea Graham-King, Administrative Assistant, Institutional Research

Onboarding & Benefits

HCCC is committed to providing our employees with a comprehensive benefit program that is available to faculty, staff and their dependents.

Professional Development

Office of Faculty and Staff Development seeks to promote high-quality professional development opportunities for all HCCC divisions, departments, and faculty and staff members.

- Apply
- Visit
- Info



Employee Testimonials

Video Testimonial:
Antonio Acevedo, Assistant Professor, Humanities & Social Sciences

Video Testimonial:
Gretchen Schulthes, Assistant Director, Advising, Counseling & Transfer Services

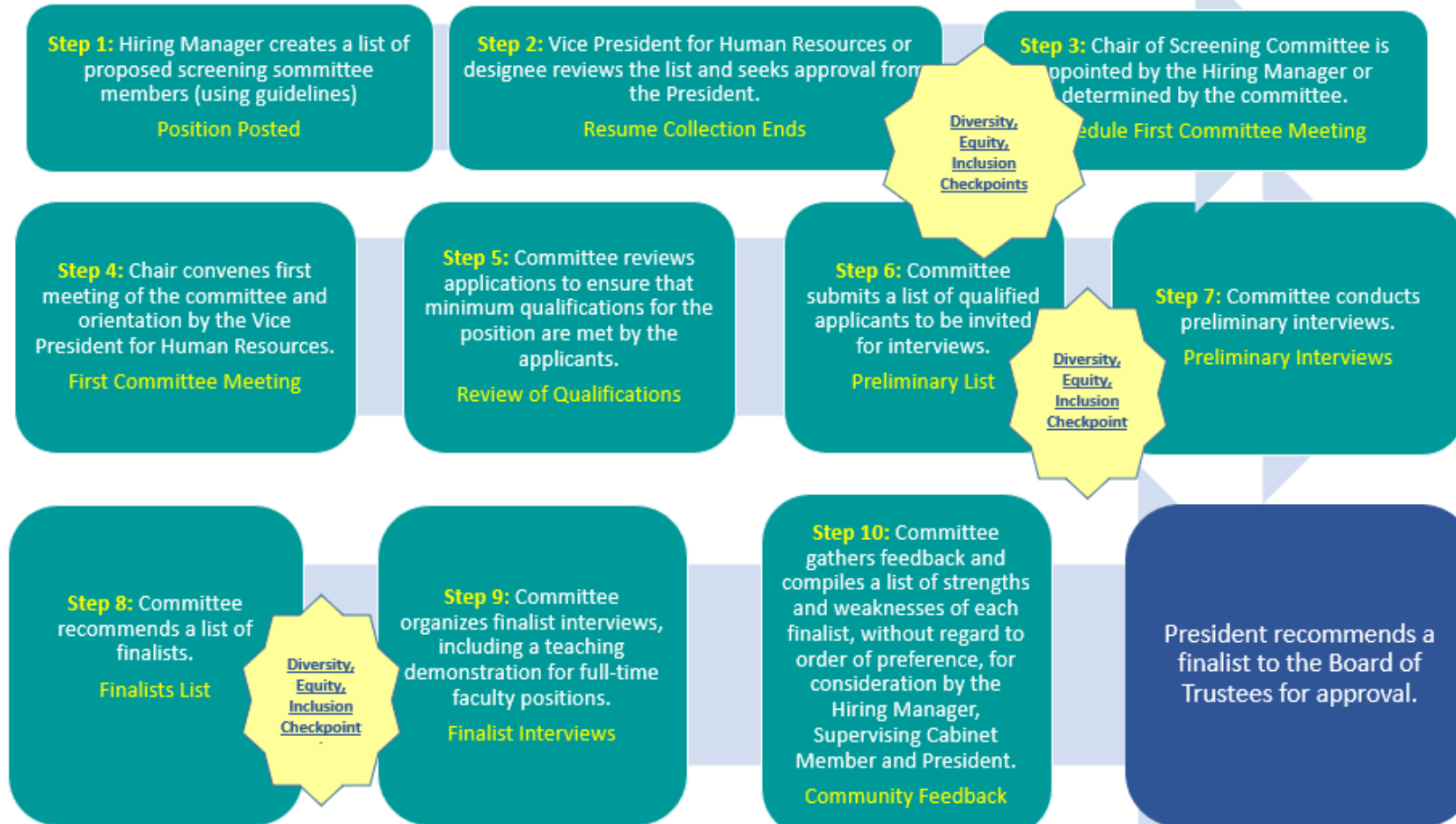
Dorothea Graham-King, Administrative Assistant, Institutional Research: "I've learned so much here and gained so many meaningful business and personal relationships while becoming part of the HCCC learning community."



Hudson Employee Spotlight

The Office of Human Resources is offering a spotlight on HCCC employees who are admired for courage, outstanding achievements, or noble qualities. The goal of the program is to promote HCCC's mission and values by offering spotlight recognition to all employees. This includes all full-time and part-time, staff, faculty and administration. To nominate an employee please complete the question in the following [link](#).

APPLICANT SCREENING – SCREENING COMMITTEE STEPS



*Diversity, Equity and Inclusion Checkpoints allow the Hiring Manager and the Supervising Cabinet Member/President to ensure that consideration of qualified candidates includes those from traditionally underrepresented groups.

Applicant Hiring Recommendations

Diversity, Equity and Inclusion Checkpoints ensure consideration of qualified candidates from traditionally underrepresented groups.

- **Screening Committee Representation**
- **Pre-interview Candidate Review and Recommendations**
- **Recommendation of Finalists**



Ingrid Aviles



Tosha Bratcher



Jonathan Cabrera



Christopher Cody



Madeline Cruz



Yavuz Birol Guner



Marissa Lontoc



Raffi Manjikian



Daniel Ondieki



Josue Perez



Gunes Senturk



Katherine Thurman



Michelle Vera



Saliha Yagoubi

Recognition and Appreciation

- Coffee Hour with HR
- Special Thanks and Recognition "STAR" Program
- Hudson Is Home "HIH" Employee Recognition
- Administrative Professionals Day
- Retirement Celebrations
- Holiday Party
- Adjunct Appreciation



Salary Equity: Recruitment and Retention

Collaborative Labor Union Negotiations – 4 CBAs

- 2019 – 3-year contracts with 4% annual increases
- 2022 – 3-year contracts with average salary adjustments of 9% in first year

Employee Classification and Compensation System

- Study completed; new system implemented in 2022
- Internal and external equity considerations
- Open and transparent process

An employee tweeted that “[M]y institution hired a firm to do a compensation and classification study and has made the entire report with all the recommendations public to the college community. This is how you model transparency.”

Programming

— THE — BARBER SHOP

A virtual recreation of "barbershop culture" that is meant to encourage brotherhood, camaraderie, and foster connections.



ALL FACULTY AND STAFF WHO ARE MALE-IDENTIFIED ARE INVITED TO ENTER THE BARBERSHOP

THURSDAY, MARCH 9TH AT 2:30 P.M.

Topic: The Voices of HCCC's Male Faculty
Facilitated by Joseph Ogburn

If you are interested, please contact Amaalah Ogburn at aogburn@hudsonccc.edu

Hudson County Community College

Chris Smalls

February 1st 2023

Guest Speaker
Chris Smalls
1:00 p.m. - 2:00 p.m.

Food & Networking
2:00 p.m. - 2:30 p.m.

Location:
6th Floor Atrium,
Gabert Library Building

Bonus: Take a sneak peek at the Contemporary Peacemakers exhibit in the Benjamin J. Dineen III and Dennis C. Hull Gallery.

Made history by taking on Amazon

Amazon Labor Union
Founder and President



Miguel J. Aviles-Perez delivers his keynote address during the inaugural DEI Retreat.

In Your Honor

A virtual vigil to remember and honor the lives lost in the earthquakes in Syria and Turkey.
All are welcome to join.

Wednesday, February 22, 2023 @ 11:30 a.m.

THE SISTERHOOD

La Hermanidad

Empowering women within higher education through storytelling.

JOIN US VIA ZOOM ON:

THURSDAY, MARCH 10TH
THURSDAY, APRIL 14TH
THURSDAY, MAY 5TH
12 PM TO 2 PM

A safe space where women, and those who identify as women, are encouraged to share, reflect, educate, and start to heal through their experiences.

ANTI-ASIAN HATE AND VIOLENCE

Spread awareness of anti-Asian violence and learn how to support our Asian American Pacific Islander communities

Friday, March 19, 12:00PM
<https://hudsonccc.webex.com/meet/jpu>
Hosted by Jennie Pu, Dean of Libraries

Bridging the Gap

A Community-Wide Speaker Series

Friday, February 4, 2022
2:30 p.m. - 3:30 p.m.

Speaker: Nicole Lynn Lewis

Our Stories Untold

18 Storytellers since Summer 2020
50+ Participants for each Program
Student, Staff, Faculty Attendance
98.75% Satisfied or Very Satisfied

"The entire Untold Stories program is powerful in connecting employees."

"The program empowered me! ... I believe this program should be a continuous effort by HCCC!"

"It let me feel like I have a voice at HCCC... I love that we are allowing our coworkers and students to get to know the stories that make us who we are and inspire them in their own journey."

Our Stories Untold

The President's Advisory Council on Diversity, Equity and Inclusion (PACDEI) and the Office of Human Resources invite you to **Our Stories Untold**, a new speaker series, highlighting members of the HCCC community. Join us to learn more about each other through personal, educational, and professional experiences, storytelling, advice, and insight. Each program aims to introduce some of our outstanding and influential colleagues, followed by an interactive Q&A.

THURSDAY, JULY 16th, 2020 @11:00am via WebEx



Storyteller:
Dr. David Clark
Associate Dean
Student Affairs



Do you know someone with a compelling story?
Are you interested in talking about your story?
Let us know at PACDEI@hccc.edu.

Professional Development Focus

EMPLOYEE ASSISTANCE PROGRAM - EAP

College-Wide Title IX Training

Become an active participant in the shaping of a welcoming and inclusive working and learning environment.

Faculty, Staff and Administration GENERAL TRAINING
REGISTER HERE!
<https://hccs.cornell.edu/officeofdiversityandinclusion>

CERTIFIED TRAINING OPTIONS
REGISTER HERE!
<https://hccs.cornell.edu/officeofdiversityandinclusion>


Student General Training
REGISTER HERE!
<https://hccs.cornell.edu/officeofdiversityandinclusion>



HUDSON COUNTY COMMUNITY COLLEGE
 Center for Teaching, Learning, and Innovation

Teaching and Learning Symposium on Social Justice in Higher Education 2023


Monday, February 27–Friday, March 3, 2023



**Show up!
 Listen up!
 Speak up!**

Join us for a powerful and phenomenal week-long pedagogical event as acclaimed thought leaders in social and racial justice share their expertise.

VIRTUAL EVENT



Virtual Professional Development Day

Friday, March 18, 2022
 9:30 a.m. – 4:00 p.m.



eCornell Diversity and Inclusion Certificate Program

LET HUDSON INVEST IN YOU!

Full Time employees are eligible for up to \$9,000 per fiscal year towards professional development.

LinkedIn Learning



WITH Lynda.COM CONTENT

LinkedIn Learning

National Recognition





Hudson County Community College is honored to be named to
2023 GREAT COLLEGES TO WORK FOR HONOR ROLL!



Committed to the diversity, equity and inclusion, ensuring all members
of the College community feel heard, seen, and valued.




**HUDSON
COUNTY
COMMUNITY COLLEGE**
Hudson is Home!

Poll Question

Have you ever participated in the Great Colleges to Work For or other similar program?

- Yes
- No
- No, but hopefully this year

Takeaways

- ✓ Recognize the steps to creating an inclusive campus climate.
- ✓ Analyze programming and retention practices.
- ✓ Describe the process for creating an enhanced feeling of community.

Calls to Action

- ✓ Administer a climate survey!
- ✓ Provide a space for collaboration with internal and external partners, college-wide celebrations, and recognitions; and
- ✓ Create initiatives, programs, and services that provide holistic opportunities for inclusion and engagement.

Have a Question?



Submit questions to our presenters
using the Chat.



Thank You

Please complete your event evaluation

Sponsored by



cornerstone