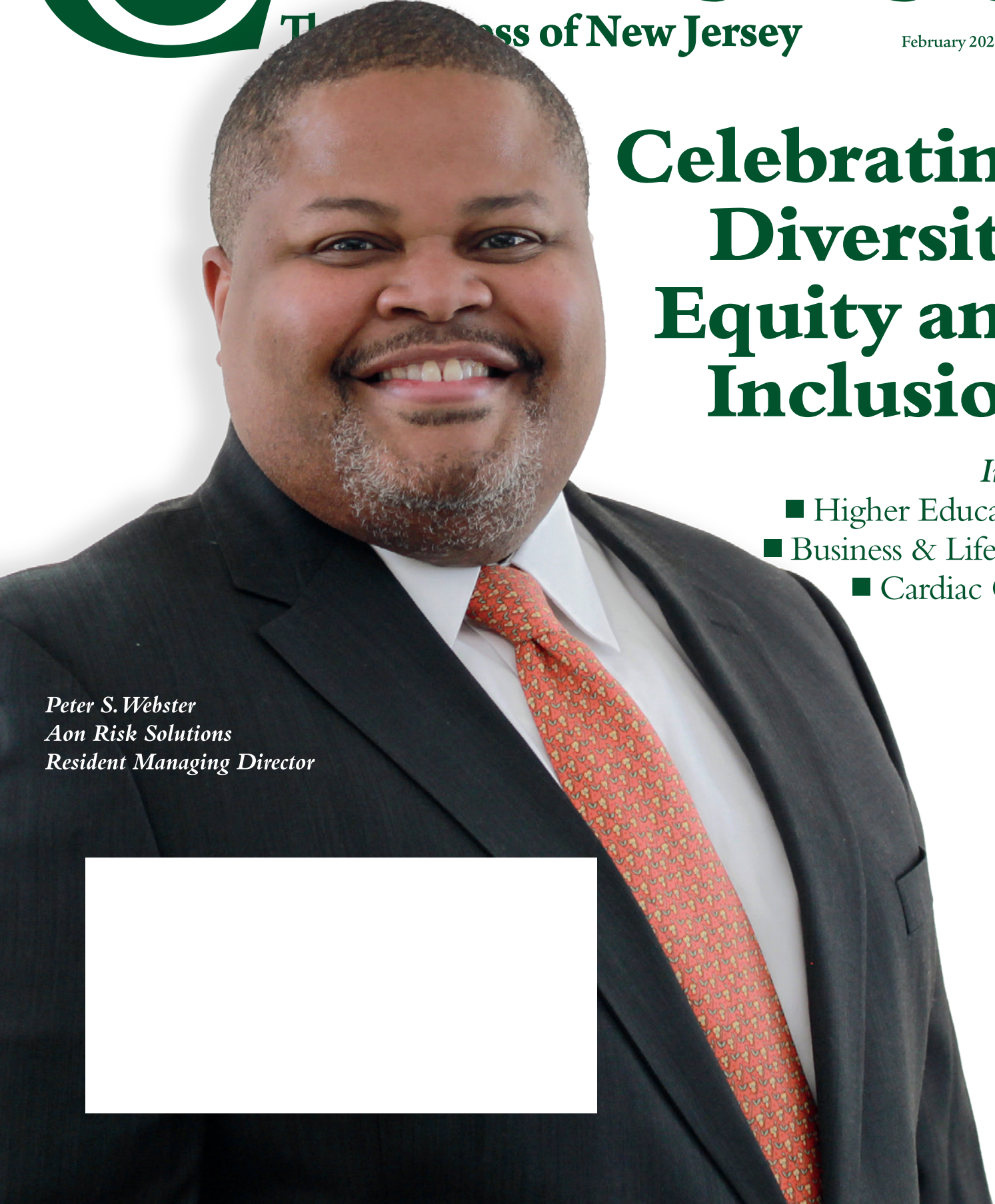


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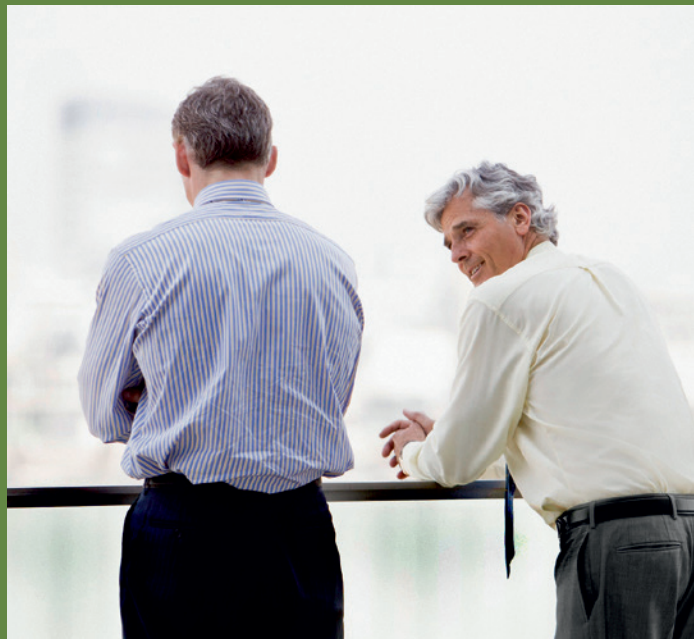
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- \$6.6 Million** — Investment real estate purchase of a medical office building.
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Making a Difference Through Diversity, Equity & Inclusion



By Anthony Russo
President, CIANJ


Diversity, equity and inclusion is a winning formula that is good for business and society and a key to personal and professional success. For many firms, companies and entrepreneurs, finding and hiring the best talent requires outreach

to diverse populations and specific programs and initiatives that can find the best people. Momentum is building as more and more businesses embrace this proven strategy.

According to the *Harvard Business Review*, companies that use diversity as part of their go-to-market strategy enjoy 19 percent higher innovation revenues, capture more market share and are 70 percent more likely to have entered a new market than firms that aren't

taking competitive advantage from diversity, equity and inclusion.

Here is how some of New Jersey's leading

accounting, banking, environmental and law firms are winning through a commitment to workplace diversity, equity and inclusion. 



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A diverse workplace encourages a wide exchange of ideas.

DIVERSITY, EQUITY & INCLUSION

ACCOUNTING

Citrin Cooperman

By Laura Crowley,
CPA, MBA, Co-Leader,
Empowerment Diversity &
Gender Equality



When it comes to client service, bringing a team representing diversity of thoughts and ideas to develop solutions that are the best fit for the client is the key. That diversity is not just about gender or ethnicity, although those can be especially important in gaining the client's trust so that they are open to exploring various options. Diversity includes people from different generations and backgrounds who also represent different disciplines within our firm, such as audit professionals, tax practitioners and advisory solutions experts. This same diversity is key when it comes to developing a winning workplace culture. When we recognize and appreciate the unique skills and perspective of each team member, we can focus on reimagining the future for our clients. Through our Empowering Diversity and Gender Equality (EDGE) committee, we are working to educate and identify opportunities for each member of our firm to help them create the best career for themselves. At Citrin

Cooperman, diversity is not about checking a box; it is about recognizing the diversity of professionals within our firm and including each of them to best serve our clients. In serving our clients as a diverse team, we reinforce an inclusive workplace culture.

Marcum LLP

By Rachael Gibson,
Director, Diversity,
Equity & Inclusion



Marcum is committed to ensuring that we continue to be a diverse and inclusive firm where associates feel a strong sense of belonging and where those from under-represented groups see viable pathways to leadership. Marcum's investment in Diversity, Equity & Inclusion (DEI) continues to deepen as we prioritize a diverse professional workforce that reflects our core values and is aligned with the diverse range of our clients. We have a robust DEI initiative that includes national and regional leaders meeting regularly to assess and inform the way Marcum approaches issues of diversity, a Task Force formed earlier this year in response to current events and race relations across the country, active associate resource groups (ARGs) representing a range of cultural and social affinities, firmwide training programs and partner-

ships with diverse professional associations. As a national firm, we also tailor our DEI efforts to meet the unique needs of local regions and clients. Marcum will continue to strive to be a leader in this work.

MSPC

By Jon S. Gagliardi,
Managing Principal



By recruiting staff that have diverse ethnic, cultural and economic backgrounds, our engagement teams are able to better understand the needs and perspectives of our client base, which is also quite diverse. We have designed the training of our new employees and cohorts in a manner to assist them in both bonding with their teammates and adapting to our firm's culture of mutual respect, hard work and attention to our clients' needs. One area of specific concern for our team has been improving gender equality. Gender has long been an issue in our industry, and we have been working to improve the gender balance within our firm through focused recruiting and development opportunities for our female employees with the MSPC Executive Women's Networking Group, formed in 2012.

Continued On Page 8

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Diversity, Equity & Inclusion

Continued From Page 6



Wiss

By Amanda Dominguez,
Head of People Operations

Diversity is no longer a mere measure of how morally correct an organization is in connection with their demographic landscape. Creating a diverse and inclusive workforce enables us to leverage all of the unique backgrounds, experiences and perspectives to achieve a competitive business advantage—one that attracts and retains top talent and that delivers the most innovative and leading-edge client service. Our diversity, combined with a highly collaborative approach to client service, allows us to connect and be empathic to the needs of a similarly diverse client base. When clients feel heard and understood, we stand out from the rest. Also, having a diverse and inclusive workforce helps to build a “safe” environment where employees feel free to be their authentic selves at work. When talent can be their authentic self and feel a sense of belonging, they become more engaged, enabling them to maximize their potential.



Withum

By Bill Bradshaw,
CDP, Director of
Inclusion & Diversity

At Withum, our intentional commitment to inclusion and diversity provides the foundation of the firm’s value-driven culture. Today, more than ever, our clients are leaning in to

see what initiatives we are taking to allow our team to reach their fullest potential in an inclusive work environment. Creating a culture of inclusion, where all of our talent can thrive, lends itself to higher levels of team member engagement. As a result, we are able to assist our clients in addressing their most pressing challenges and offer innovative solutions while allowing our diverse workforce to thrive in their careers.

BANKING



Bank of America

By Alberto Garofalo,
NJ Market President

The value we deliver as a company is strengthened when we bring broad perspectives together to meet the needs of our diverse clients and other stakeholders. There is also a strong business case for being a diverse and inclusive company, with many reports citing improved business performance as a result of companies’ robust D&I efforts. We are dedicated to fostering an inclusive culture because everyone benefits in a workplace where all employees can bring their whole selves to work. We hold ourselves accountable, and we measure inclusion through our D&I Index, which reached record levels in 2020. Our goal is to mirror the clients and communities we serve and we expand the reach of our impact through our many leadership councils and 11 Employee

Networks, as well as through partnerships with organizations focused on advancing and driving inclusion in the workplace. Building on our long-standing commitment to diversity and inclusion, this year, we committed \$1 billion over four years to advance racial equality and economic opportunity by addressing critical issues for communities of color, including healthcare, jobs, small businesses and housing.



Columbia Bank

By Geri Kelly,
EVP, HR Officer

Columbia Bank has a long history of providing great client and employee experiences. We use diversity and inclusion to deliver top-notch client service by capturing feedback from our employees who take time to nominate a peer for providing the best-in-class client experience. In addition, we ensure our recruiting strategy includes veterans, women, various ethnicities, disabilities and other categories that fall within diverse populations. We value the diverse perspectives and experiences of others, and reflect them in our marketing and social media strategy. As a public organization with more than 600 employees, we strive to create an environment where employees are able to voice their ideas and feel valued. This is evident in our CEO New Hire Lunch titled “Time w/Tom”. In addition to lunch with the CEO, every new employee attends a workshop titled “Generations in the Workplace”, to learn the benefits each generation brings into our culture. Providing a superior client and employee experience are core values of our bank. Diversity and Inclusion is instrumental in helping to drive our



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Companies that use diversity as part of their go-to-market strategy enjoy 19 percent higher innovation revenues, capture more market share and are 70 percent more likely to have entered a new market.

Continued On Page 8



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■ Diversity, Equity & Inclusion

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business forward. We believe that as we embrace diversity and inclusion it will fuel innovation and innovation is essential to our future success.



Lakeland Bank

By Alethea M. Batts,
SHRM-SCP, SVP
Learning and Organization
Development,
Chief Diversity Officer

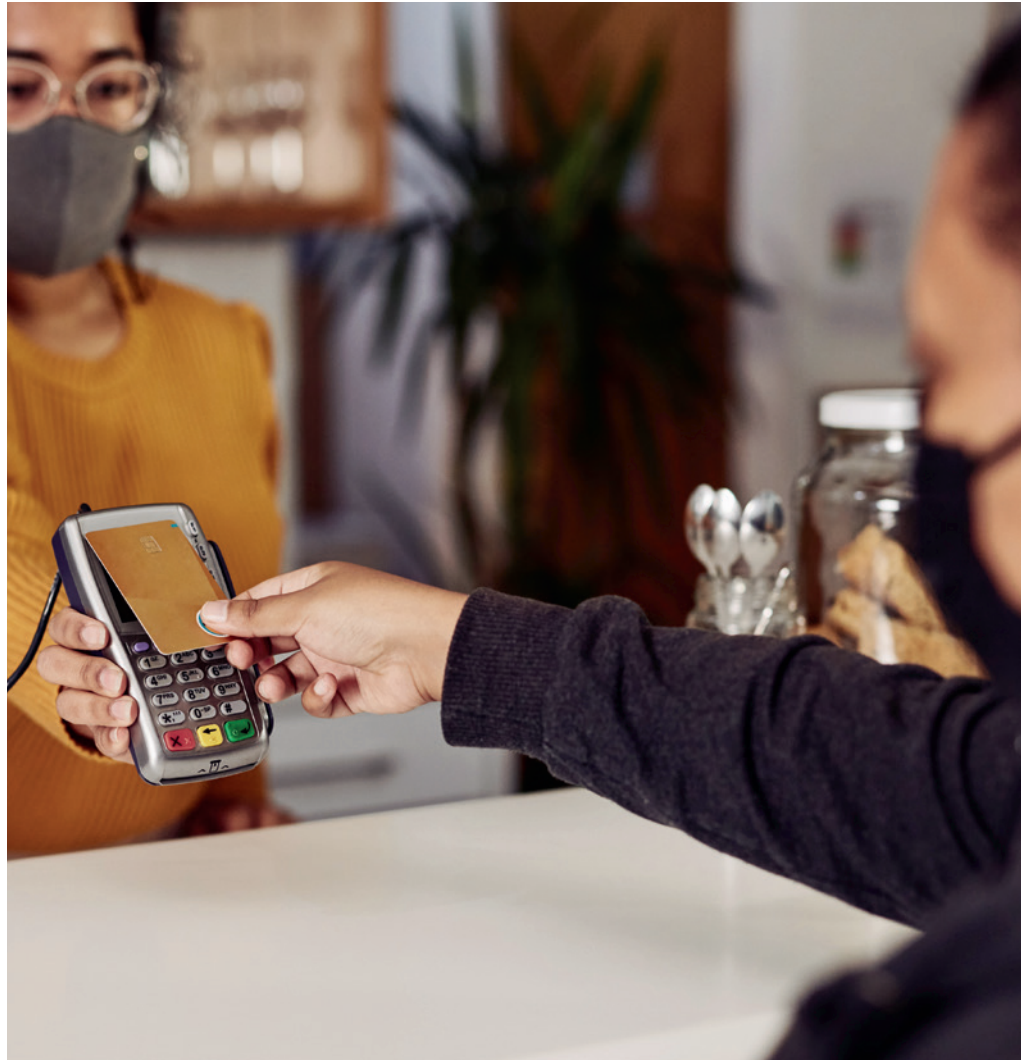
At Lakeland Bank we are incorporating diversity, equity and inclusion initiatives to ensure our associates are well-informed, that they are heard and that they can feel comfortable in bringing their “whole self” to work to deliver a top-notch client experience. Diversity training is conducted at all levels of the organization, but one of our key initiatives is our Diversity Task Force. This balanced team of associates, managers and senior leaders has developed programs and practices designed to increase D&I within the bank. We believe it is vitally important to hear from our associates, so we implemented a monthly Listening Series called “Diversity Speak: Share Our Voices,” which is open to all associates. We also created a D&I Resource Page where associates share comments, give feedback and offer suggestions. And we use our Diversity Resource Calendar as a tool to share and celebrate cultural differences and to understand and respect religious observances. All of these initiatives are helping to strengthen our workplace culture; and with Lakeland’s robust recruitment, promotion, retention and leadership initiatives, we will ensure the sustainment and growth of a diverse population of associates.



Peapack-Gladstone Bank

By Brydget Falk-Drigan,
EVP, Chief HR Officer

At Peapack-Gladstone Bank, we strive to recruit from the communities we serve to mirror the diversity in population. Our hiring practices aid in preventing unconscious biases. For example, we remove names from resumes and ensure diverse interview panels. We broaden internal awareness and encourage inclusion and respecting differences through mandatory training and by celebrating diverse holidays and significant historical events. In 2019, we formed a Cultural Ambassador Committee, which is dedicated to instilling the bank’s core principles, and a subcommittee dedicated specifically to diversity and inclusion that concentrates on offering diverse and inclusive employee events bank-wide. Recognizing, celebrating and encouraging all employees to share their thoughts and perspectives promotes diversity of thought and encourages the spread of new ideas, ultimately enhancing client service and creating a winning workplace culture.



Hiring from local communities helps banks create a family atmosphere in their branches.



Valley Bank

By Tammy G. Mata,
SVP, Chief Diversity &
Inclusion Officer

As a relationship-focused community bank, Valley has long believed that it is the strength of our workforce that allows us to meet the needs of the communities we serve. Valley is committed to encouraging, expanding and maintaining a truly inclusive work environment that is focused on one guiding principle—we all belong. Cultivating our diverse and inclusive workplace is essential not only for Valley’s growth, but also for the personal and professional growth of our employees. By embracing our diversity and igniting our inclusive work culture, we enhance our ability to bring new ideas to the table, raise new questions, innovate our practices and products, and gain new insights about the world around us. These insights and enhancements help strengthen our connections with our communities and, ultimately, our ability to serve as a better partner to our customers.

ENVIRONMENTAL BUSINESS



Concrete Washout Systems

By Bill McGuire,
Marketing Consultant

As a family-run business in the city of Paterson, Concrete Washout Systems serves the local construction industry with a safe, responsible and environmentally friendly way to recycle concrete materials and wastewater from a job site. We understand the importance of hiring to reflect the diversity within our community. More than half of our staff are from minority populations. What we are most proud of is how many of our employees often start as laborers and soon work their way up to more senior positions such as fulltime drivers, pump truck operators, and site managers. We have found by simply allowing someone to learn and advance in their job, they end up being higher performers and have become valuable team members within

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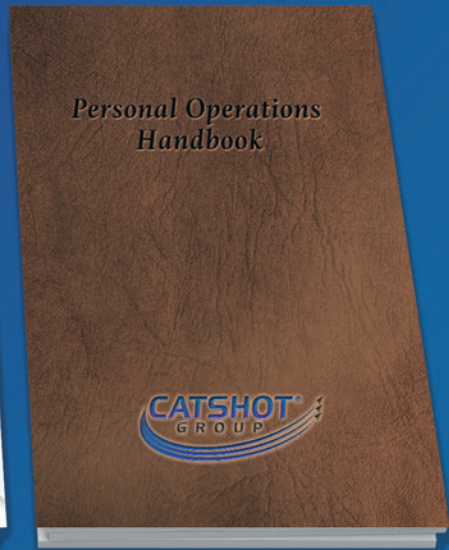
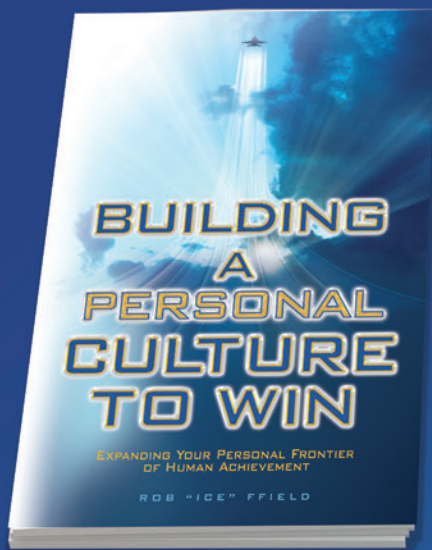
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Diversity, Equity & Inclusion

Continued From Page 10

the company. While we are required to constantly invest in things such as equipment, our most valuable asset, by far, are our employees.



EAI, Inc.
By Robert Carvalho,
PG, President and CEO

EAI is a diverse and inclusive company—we enjoy and welcome the contributions of all contributors. In construction and environmental services, the diversity of our team members contributes to the overall success of projects. Diversity and inclusion

make our firm a player in significant projects and different demographics among our teams make connecting with clients both meaningful and successful. I have found that being inclusive allows for better decisions and creates winning teams. Whether it is the older generation working with the younger generation, immigrants working with the native-born, various cultures and nationalities, races and religions, working together works for us.



Woodard & Curran
By Rachel Gilbert,
Diversity, Equity &
Inclusion Manager

At Woodard & Curran, our belief is that diverse teams working together in an inclusive culture provide the right environment for our employees to thrive, our clients to benefit and our business to prosper over the long run. When our people are supported to reach their full potential, we provide our clients with the most innovative, sound and cost-effective solutions. We are committed to inclusion and diversity as a critical business strategy that is foundational to our core values. Woodard & Curran creates a winning workplace by developing and implementing sound practices to identify, hire, develop and engage employees with diverse backgrounds, skills, knowledge, and perspectives. We work to provide an envi-

ronment for all employees that is welcoming, respectful and engaging, with opportunities for personal and professional development.

LAW



Archer
By Carlos M. Bollar, Esq.,
Partner; President-Elect,
Hispanic National
Bar Association

Archer is committed to a workplace environment that embraces different perspectives and cultures in an atmosphere of inclusion and respect. This commitment affords all our employees the opportunity to flourish in their careers and enhances the depth and quality of service that we provide to our clients. Clients receive the highest quality service when their legal teams are drawn from professionals mirroring the diversity of the population. A diverse legal team is more productive because diversity often leads to better questions, analyses, solutions and processes. To that end, Archer has developed a variety of initiatives, both inward- and outward-facing, that enable us to attract, nurture, retain and promote top talent from a wide range of backgrounds.

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Diversity, Equity & Inclusion



An inclusive workplace encourages the expression of different perspectives, ideas and innovations.

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Chiesa Shahinian & Giantomasi PC
 By Shirley U. Emehelu, Esq.,
 Member, Litigation Group,
 Chair, Diversity & Inclusion
 Committee; Co-Leader,
 Banking & Finance Practice

Diversity is undoubtedly a key driver of innovation, and we pride ourselves in bringing a range of voices to the table because obtaining world-class results, whether internally or for our clients, originates from this ability to identify and address both challenges and opportunities that may be overlooked if not for a diversity of perspectives. We also strongly believe that maintaining a rewarding corporate culture and experience for our employees directly contributes to excellent client service. CSG's Diversity & Inclusion Committee has played a central role in continuing to nurture this long-standing objective at our firm. In 2020, the committee hosted two major fundraisers that were met with an outpouring of generosity from the CSG family. The first, over the summer, saw the firm raise more than \$24,000 in support of the New Jersey Institute for Social Justice; and I was delighted to announce to my colleagues that, together, we'd raised more than \$10,000—the equivalent of 30,000 meals for families in need—for the Com-

Continued On Page 16



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■ Diversity, Equity & Inclusion

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munity FoodBank of New Jersey just in time for Thanksgiving. Positive developments such as these not only make my role and that of my fellow committee members immensely gratifying, but also sends a strong signal that we are truly one firm unified around a shared vision of a stronger, fairer and more just tomorrow.



Cole Schotz, P.C.

By Glenn R. Kazlow, Esq.,
General Counsel and
Administrative Partner

Trust empowers people, builds passion, breeds creativity, promotes collaboration and welcomes unique perspectives. Building a culture of trust in our firm has been pivotal in the firm's ability to evolve alongside client needs. When we are at our best, we deliver our clients the best. This requires us to continually challenge ourselves to ask difficult questions. What does it mean to be diverse and inclusive? How can we do better? How do we build and maintain a fair inclusive environment? We don't attempt to answer these questions alone—we give our employees a voice through forums and surveys. We also don't attempt to build our culture alone—we have partnered with a consultant who works alongside our Diversity and Inclusion Committee, Executive Committee and managing

partners of the firm to develop a diversity and inclusion plan. We provide training on topics related to diversity, inclusion and implicit bias, not only to create an awareness and dialogue around these topics, but to provide our workforce with a toolset to foster inclusivity in both their professional and personal lives. To us, this is not only how we build a strong culture internally, it's also how we deliver top-notch service to our clients.



Connell Foley LLP

By Neil V. Mody, Esq.,
Partner and Chair, Diversity &
Inclusion Initiative

Law firms, though steeped in tradition, fare best when embracing the future. Decades ago, law school graduating classes were largely homogenous. Today, more than 50 percent of law school graduates are female, and roughly one-third identify as a racial/ethnic minority. Meanwhile, the value of diverse opinions and viewpoints is being recognized within the leadership of corporate clients, as well as their respective shareholders and consumer bases. Thus, law firms now have a deeper pool than ever before from which to recruit and develop diverse talent, and good cause to embrace diversity as a business necessity. Connell Foley utilizes diversity to achieve strong client results.

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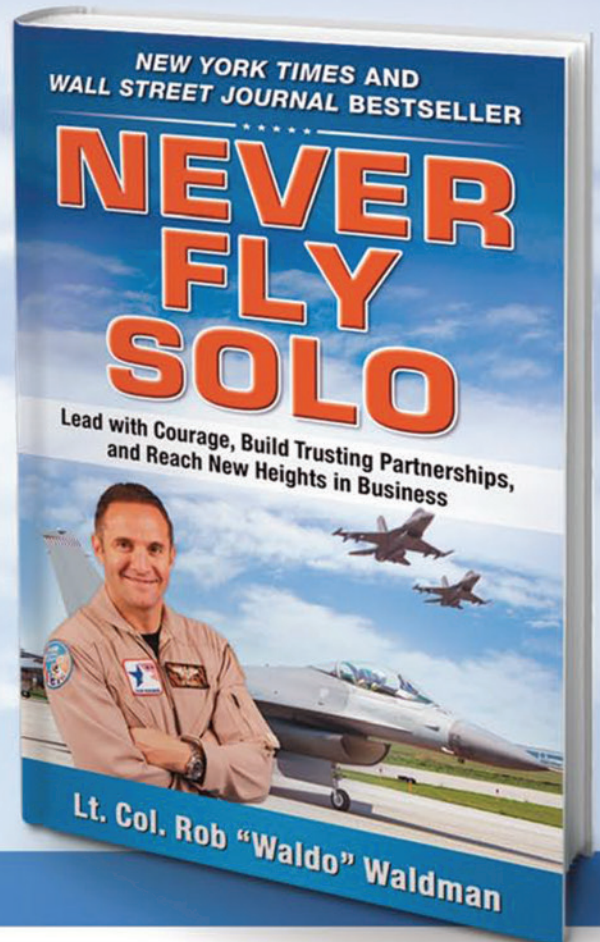
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Diversity, Equity & Inclusion

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Listening to different viewpoints from those with diverse backgrounds fosters robust idea exchanges, more creative solutions and ultimately better decisions. Diversity is also a bedrock principle of our collegial firm culture. Accordingly, we employ innovative ways to recruit, mentor and promote the next generation of legal leaders, and roughly one-half of our attorney hires in the past five years have been diverse. The best innovation comes from inclusive work environments that foster diverse ideas, nurture diverse talent and create strong relationships with diverse communities.



Cullen and Dykman LLP

By Dina Vespia, Esq.,
Chair, Diversity &
Inclusion Committee

At Cullen and Dykman, we believe quality legal advice is strengthened by diverse perspectives. We are committed to delivering on this promise to our clients and achieving a workplace culture that reflects the richly multifaceted communities in which we live and work. Through the ongoing initiatives of our Diversity and Inclusion Committee, we have created several new pathways into the firm for law students dedicated to advancing diversity in the legal profession. And we are focused on ensuring all

employees—attorneys and staff—are supported and have opportunities for advancement within the firm. We are invested in this work and are always looking for ways to make progress—it's more important than ever.



Fox Rothschild LLP

By Kimberly Bullock Gatling, Esq.,
Partner, Chief Diversity &
Inclusion Officer

Our approach to diversity and inclusion aligns with our overall firm business strategy: to continually become a better version of who we already are. We are, and have always been, committed to a more just and equal world. With an intensified commitment to actively and directly improving diversity, equity and inclusion within our firm and the profession, we implemented a number of initiatives in 2020: formalizing a Chief Diversity & Inclusion Officer role that reports directly to the Firmwide Managing Partner to spearhead the firm's DEI efforts; creating a pro bono program to partner with organizations throughout the country to assist and support black communities; and launching The Fox Fellowship, our Diversity Fellowship Program open to qualified first-year law students who are members of groups who have been historically underrepresented in the legal profession. And in 2021, we are implementing intensive DEI training for

our firm leadership. We have plans for a firm-wide assessment of our culture and our employee experience; partnerships with firm clients on DEI efforts; strategies to enhance DEI in recruitment, retention and talent cultivation; creation of affinity groups; DEI education and training for attorneys and staff; and much more.



Gibbons P.C.

By Robert L. Johnson, Esq.,
Chief Diversity Officer

The intersection of diversity and client service at Gibbons is best exemplified in our newest pro bono partnership with the "Small Businesses Need Us" initiative of the Institute for Entrepreneurial Leadership, to assist women and minority small business owners impacted by the pandemic. Volunteers with various specialties required for day-to-day business operations, including legal services, form cross-functional teams are matched with participating businesses. Gibbons attorneys assist various women- and minority-owned enterprises in wide-ranging areas of law. More broadly, we have always recognized the distinct value diversity and inclusion add to client service. Diversity expands the range of perspectives, cultural competencies and talents we can offer to clients, increasing

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Diversity, Equity & Inclusion

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ing the likelihood that we can provide what they need from us and allowing us to be more creative, effective and ultimately successful for them. In related ways, diversity and inclusion enhance our workplace culture. By recognizing the importance of diversity to client service delivery, we also acknowledge the unique benefits each attorney can contribute. In addition, in celebrating our workforce's diversity, as we do, for example, during Black History Month and Juneteenth, we learn more about each other's histories and heritage, deepening our workplace relationships and understanding of each other.



Lowenstein Sandler LLP

By Gary M. Wingens, Esq.,
Chair, Managing Partner

A commitment to diversity, equity and inclusion has been part of Lowenstein Sandler's DNA from its founding. We credit a great deal of our firm's success to the continued and mindful cultivation of a culture that welcomes and encourages the diversity of our people. Our clients expect more than lip service when it comes to inclusion, so we cast a wide net across all demographics when it comes to recruiting, promotions and assigning matters across all of our practice groups. By

fostering a positive, safe and comfortable environment where each employee's talent is fully utilized, we find that our teams excel at creative problem-solving, which benefits our clients. By reflecting the makeup of the communities and sectors we serve, Lowenstein is better able to address the needs of all our clients. The firm remains committed to doing the work necessary to achieve full representation of underrepresented attorneys and staff at all levels within the firm.



McCarter & English, LLP

By Moy Ogilvie, Esq.,
Diversity & Inclusion Partner

At McCarter & English, we know that diverse and inclusive teams are the driving force behind our ability to deliver industry-leading client service and to create a top-notch workplace culture. Diverse and inclusive teams bring skill and knowledge from a broad range of experiences and perspectives, foster unique problem-solving and innovation and create a collaborative environment that enables our clients to succeed. Like our clients, we are committed to recruiting and developing talented and diverse individuals and leaders at all levels of our firm. McCarter continuously seeks to maintain an inclusive

and equitable workplace that strengthens our firm internally and the services we deliver to our clients. It also reflects the invaluable diversity embodied in our communities and country.



McElroy, Deutch, Mulvaney & Carpenter, LLP

By Lydia Deutsch, Esq.,
*Of Counsel,
Chair, Better Together
Subcommittee*

The Diversity & Inclusion Committee at McElroy, Deutch, Mulvaney & Carpenter is launching a new initiative: Better Together Zooms. The impetus behind the launch of Better Together Zooms is to strengthen connections during this unprecedented time. Partners, Of Counsel, Associates and staff are all encouraged to participate. Better Together Zooms connect four to six people on a Zoom call. Each person has an opportunity to answer the same question, sharing a story from his or her own life experience. For example, "What is the greatest piece of advice you have ever received, and why?" Better Together Zooms provide professional "face time" that builds a stronger sense of community on a firmwide level. More than 130 employees, within and outside of McElroy Deutsch's D&I

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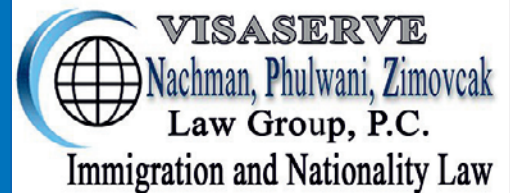
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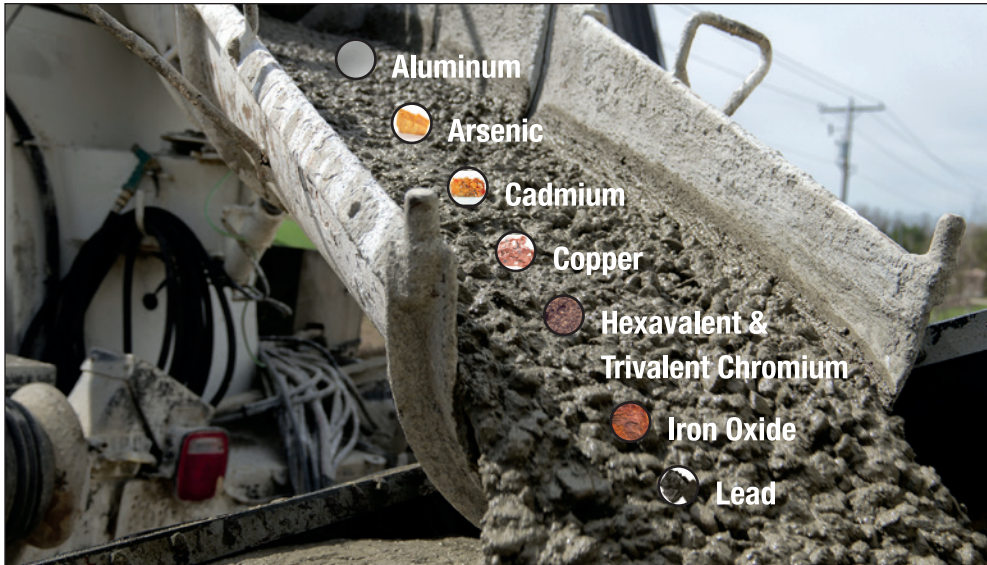
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Diversity, Equity & Inclusion

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Committee, have already lent their support in beta-testing this initiative and the results have been tremendous.



NPZ Law Group, P.C.
 By David H. Nachman, Esq.,
U.S. Managing Attorney

The NPZ Law Group is an immigration and nationality law firm with international staff, and our clients benefit from our collective knowledge of multiple cultures. For example, a client's U.S. Investor Visa application was processed smoothly because our staff was able to collaborate effectively with the client's foreign bank in order to obtain financial information in a format that was acceptable to the U.S. Citizenship and Immigration Services (USCIS) and the American Consulate overseas. While staff diversity is essential to the function of our organization; on a more personal level, each of us is happy to earn the respect and admiration of co-workers upon making a unique contribution to a project. NPZ also views diversity at work as a form of continuing education for the staff because it inspires novel approaches to solve problems.



Wilentz, Goldman & Spitzer, P.A.
 By Willard C. Shih, Esq.,
*Shareholder, Co-Chair,
 Diversity Committee*

Inclusion has been a guiding principle of our culture since David T. Wilentz founded the practice in Perth Amboy more than a century ago. Many of our clients are small businesses with diverse ownership, including minority-owned and women-owned businesses in New Jersey. Whether the businesses are in healthcare, pharmacies, science and technology, service industries or construction to name a few, we help entrepreneurs create their businesses and position them to achieve success by addressing all of their legal needs. To achieve these goals and best serve our clients, we seek out the finest talent from all backgrounds because we believe that a diverse workforce helps our business and our clients to grow and prosper. Today, a large segment of our officers, management committee, practice group leaders and diversity committee are from diverse backgrounds, including our managing director. We strive to strengthen our inclusive culture, recruit and retain attorneys and professionals from diverse backgrounds and support and lead diverse organizations in both the legal and business communities whose mission is to promote inclusion. It is our privilege to have been part of the most diverse community in the United States for the past 100 years, and we will continue this tradition. 📌



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Diversity & Inclusion and Online Learning: Educating Future CEOs

Businesses will need to tap into a diverse talent pool to fill the jobs of the future.

Compiled by Miles Z. Epstein
Editor, COMMERCE

COMMERCE's Annual College/University Presidents Roundtable addresses the roles of diversity, equity, inclusion and online learning in today's higher education. New Jersey's top colleges and universities are training the business leaders of tomorrow and here's how they are incorporating these skill sets and using them to build a better future for all.



Berkeley College
By Michael J. Smith,
President

Diversity and Inclusion intersect with our mission of empowering students to achieve lifelong success, with pathways to opportunities where their personal and professional identities and skills are valued. In preparing students of all backgrounds for careers, we emphasize credentials, competencies and confidence. Being at an institution where students feel safe, accepted and heard provides a fertile environment for teaching and learning. Earning a college degree is an important step in pursuing a career. The recent uptick of students applying to law school from various disciplines is one example of how Berkeley College, through its legal studies program, is helping students prepare

for law-related careers. This widens the diversity of representation in law and justice fields. The Berkeley College Diversity, Equity and Inclusion Task Force is providing inclusive, equitable and impactful insights to shape Berkeley College's future. A campus climate survey will ensure the inclusivity of viewpoints, providing feedback to implement and build a thriving and equitable organization relevant to the alumni, students and the communities served by Berkeley College. As the pandemic proved that technology is indispensable in education for all, several hundred laptop computers were distributed to our students so that they could continue their education online in 2020.



Bloomfield College
By Dr. Marcheta P. Evans,
President

As a teaching college and New Jersey's only Predominantly Black and Hispanic-serving institution, Bloomfield College is investing in the development of its faculty as teacher-scholars and in online curricula design as one of its highest priorities in a time where online learning is paramount. A new task force is providing actionable recommendations grounded in best practices for a comprehensive Center for Excellence in Teaching and Learning to ensure that faculty skills are at the forefront

for teaching students the skills they need to learn to be prepared for the workplace of the future. A new Global Learning Task Force and a new Diversity, Equity and Inclusion (DEI) Task Force are examining all aspects of global learning and diversity, equity and inclusion to ensure we are infusing this understanding throughout the curriculum, co-curriculum and extra-curriculum to develop these workforce-ready skills in our students. The college has updated classroom spaces, including creating its first Teaching Studio to facilitate the creation and capture of online lectures creating a more-natural environment for online teaching and interaction with students, and is preparing the way for professional studies that meet employers' cyclical training needs for technology-driven work methods in an evolving labor market.



Caldwell University
By Dr. Matthew Whelan,
President

The pandemic changed the workplace and the face of higher education, but Caldwell remains focused on ensuring strong liberal arts offerings and professional programs, underpinned by our core values of respect, integrity, community and excellence. Students learn in both online offerings and traditional

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*2021 badge not available at time of publication.

Higher Education

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classrooms, both teaching skills relevant for a 21st century education and breaking down traditional barriers of place, space and time for learning. Caldwell actively encourages interactions between students of all cultures and faiths, in a small community where students, faculty and staff challenge each other to learn about the richness of different backgrounds. This ensures that our graduates are well prepared to contribute to a just society and to the common good. We challenge students to prepare for both professions or advanced studies in academic programs which meet the unique needs of today's marketplace: from undergraduate programs in nursing, public health and esports management to graduate programs in art ther-



Online learning is being expanded and improved for all students.

Getty Images/Stockphoto

apy and applied behavior analysis serving those with autism spectrum disorder. Our corporate partnership program offers professionals and their family members affordable opportunities to study online and to refuel their skills in a format flexible for family and work schedules. We strive to meet students where they are.



Centenary University

By Dr. Bruce Murphy,
President

In response to the pandemic, Centenary University quickly pivoted to leverage the power of digital tools to enrich every class we offer. The goal: To prepare Centenary graduates to navigate a business environment that is rapidly evolving. Through virtual platforms, our students have interacted with national-level thought leaders grappling with our world's most pressing issues. Centenary business students also hosted a major virtual Sports and Entertainment Management Conference. Through our major in medical laboratory science, Centenary is providing trained professionals for this vital field. When today's Centenary students reach the workforce, they will be equipped with invaluable technical dexterity and critical thinking skills you can't learn from a textbook. Centenary University students will also bring a deep appreciation for the racial and cultural experiences of others

to the workforce. As recent protests around the nation called for racial justice, Centenary established a new Diversity, Inclusion, Belonging Advisory Board to advise me on initiatives leading to meaningful dialogue and action. The board provides input on a broad range of experiences on campus, from instruction and extracurriculars to decisions regarding admissions, financial assistance, athletics and more. Our goal is to create meaningful, lasting change that enhances the feeling of belonging among all constituents.



County College of Morris

By Dr. Anthony J. Iacono,
President

Even prior to the pandemic, County College of Morris (CCM) focused on preparing all students for a successful future in the workplace. CCM has been providing its students with the tools and resources needed to be successful, from funding, to laptops, to support services. These two topics do not function as mutually exclusive, but together serve as a larger goal, serving all students and helping them be successful while operating in a more remote learning environment. Moving to online learning means re-envisioning how all students are educated and how they launch into the workplace, while recognizing their workplace may

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Higher Education

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one day be their homes. Our students are trained and coached to interview virtually and provided with workshops and resources to adequately prepare them to land successfully in the workplace. Time management and self-motivation skills are essential during this focus on online learning when accountability is harder to manage. The college's online services and curriculum are adjusting to ensure diversity and inclusion are infused throughout all areas. Initiatives that promote diversity and inclusion through such programs as the Dover College Promise, National Center for Women & Information Technology and CCM's Workforce Development continue to be priorities, now more than ever.



Drew University

By Thomas J. Schwarz,
Interim President

Our mission statement notes our "diverse community of learners" in the first sentence. A later portion of the statement refers to those learners flourishing personally and professionally. While Drew's diversity remains one of our greatest strengths, we are not complacent. Through monthly meetings among members of our administration and students, faculty, staff, alums and parents, we have heard the thoughts, questions and concerns of the Drew family.

We are committed to building upon a strong foundation and tradition of diversity and inclusivity and ensuring that the learnings experienced at Drew will ultimately add to the world's good. As Drew turned to remote learning due to COVID-19, we ensured students and faculty had the tools and support needed to thrive. Our hallmark faculty-student relationships transfer seamlessly to the virtual environment, since our class sizes remain as small as ever. Students are intellectually engaged through learning tools and strategies that extend beyond the classroom. As many industries embrace virtual meetings, online collaboration and work-from-home offices, Drew students are prepared through multiple immersive semesters of utilizing virtual tools and skills in the lab, classroom and community. Our students are also equipped with wellness and mindfulness strategies to meet the challenges of the virtual world.



Eastwick College

By Thomas Eastwick,
President, Founder

Due to the unique career paths we prepare our students for, hands-on training has always played a big part in our curriculum. This is especially true for our medical programs, such as surgical technology and occupational therapy assisting, where in-person instruction isn't just the

best way to learn, it's often a necessity. That said, innovation has also always been a big part of what makes Eastwick College so successful and—with the onset of the COVID-19 pandemic—we were quick to integrate an online education framework into our existing curriculum. We then went on to develop an effective hybrid class approach, with theory coursework offered through online education and lab hours made available under a unique set of COVID-19 distancing protocols in order to ensure the safety of our students, faculty, staff and the larger community. In fact, this hybrid class approach, in particular the guidelines put into place for our in-person lab hours, was so effective that New Jersey's Secretary of Higher Education used it as a template for other colleges and career schools to return to on-campus learning.



Felician University

By James W. Crawford, III,
President

At Felician University, online learning and diversity, equity and inclusion are essential components for fully preparing our students with the competencies and ethical sensibilities necessary for overcoming the evolving challenges of the workplace of the future. The capacity for working independently and remotely are increasingly becoming the

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Elevating the Arc of Every Life

James W. Crawford, III
President, Felician University

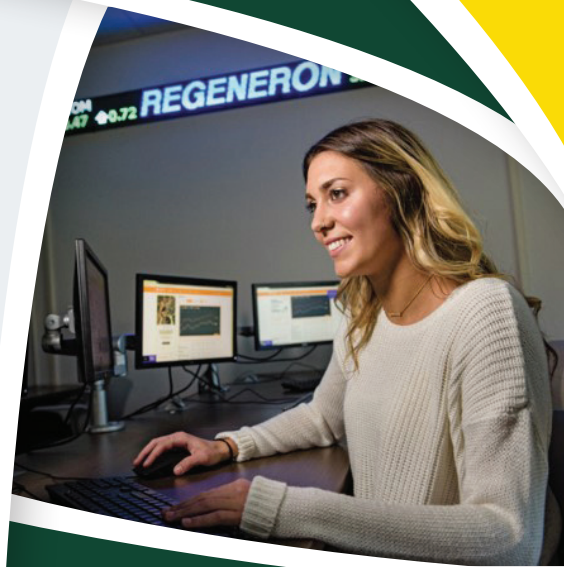
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- USA TODAY



New Jersey Institute of Technology is one of the most diverse colleges in the nation. NJIT has a Diversity and Inclusion Department that promotes “self-awareness, mutual understanding, knowledge, and respect for others.” It also has over a dozen identity-based clubs and organizations, including groups for Latin, African, Filipino, Korean and Persian students, among others.

NJIT

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Higher Education

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norm. Our online learning programming promotes those skills while providing an inclusive and nurturing environment sensitive to the myriad obligations and needs of the 21st century higher education student. Maximizing our learning management platform, learners of all abilities are provided quality core content, and best-practice models for seamless academic and non-academic services. Collaboration with teachers and students through social media mirrors the methods of communication in their future work environments. Remote access technologies used in our School of Education enable teacher candidates to have real classroom experiences, especially at the graduate level. Instruction, collaborative work



Earning a college degree is an important step in pursuing a career.

and presentations focus on diverse teaching environments, and provide a new value-added extension to existing programs. The Applied Behavior Analysts programs encourage diverse and inclusive opportunities for individualized growth of the clients served. Felician opportunities to embrace diversity through our United Nations programs and Women's Entrepreneurship events in our Center for Innovation and Profession Studies continue remotely.



Georgian Court University

By Dr. Joseph R. Marbach,
President

This year has been marked by foci on online education and diversity and inclusion. These emphases benefit students academically, but they are also preparing them for the workplace. The National Association of Colleges and Employers (NACE) identified digital technology and global/intercultural fluency as two of the eight career readiness competencies employers seek from college graduates. Georgian Court University's switch to a hybrid-HyFlex delivery method during the pandemic required students to adapt to new and emerging technologies to solve problems, complete tasks and accomplish their goals. Students use multiple platforms and modalities to complete their courses and supplement their learning and research topics. These

skills will enable them to adapt to new technology sources and use them to enhance their work. Similarly, the creation of the university's Council on Diversity and Inclusion (CDI) and the emphasis on educating and engaging the community on diversity and inclusion issues prepares students for their future workplaces. Students engage in the development and delivery of programs focusing on valuing, respecting and learning from diverse cultures, races, ages, genders, sexual orientations and religions. Additionally, the university designed courses to increase global and intercultural fluency. These efforts will enable graduating students to engage effectively with all people.



Kean University

By Dr. Lamont Repollet,
President

At Kean University, diversity and equity are our greatest strengths. In fact, *U.S. News & World Report* recognized Kean as one of the most diverse universities in the country and a top performer for social mobility. Kean welcomes students where they are and takes them where they want to be. Kean's programs for first-generation, low-income, transfer and non-traditional students as well as our research opportunities and academic support services are

Continued On Page 32



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Higher Education

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all geared to helping all of our students, regardless of their backgrounds, reach their goals. Our new Office of Diversity, Equity and Inclusion is working to expand existing programming and policies to support all members of our community. During the pandemic, Kean has been fortunate to utilize the resources and strategies already available via Kean Online, which is recognized as one of New Jersey's best online universities, for all of our students. We are offering remote and hybrid courses that continue to provide our students with a world-class education. And we're making sure all of our students have access to the digital tools and resources, including loaner laptops, that they need to get the job done so they're prepared for their future careers.



Monmouth University

By Dr. Patrick Leahy,
President

In a changing world with unparalleled technological advances and global challenges, students will hold 15, maybe 20 different jobs in their lifetimes. And, of course, many of these jobs do not yet exist today. Students need to develop hard skills and soft skills, along with hard heads and soft hearts. At Monmouth, each student passes through a general education curriculum, designed to develop creativity, global

understanding, cultural diversity, technology deft and, yes, social intelligence. There is no better way to prepare students than to integrate the liberal arts and humanities into professional programs. All colleges and universities—private and public—need to be more welcoming to students of all backgrounds in order to create our workforce for the 21st century. Monmouth has always welcomed students of promise – from all socio-economic levels and all ethnic backgrounds. Today, still 47 percent of our students are the first in their families to pursue a four-year degree; 35 percent qualify for Pell grants; and 29 percent are diverse. At Monmouth, we out-access many other private, and some public, institutions in providing academic opportunity. Talent is everywhere, and it is our responsibility as educators to find it in our students and help them unleash it.



New Jersey City University

By Dr. Sue Henderson,
President

NJCU is a community that values diversity, equity and inclusion. We are home to the most ethnically diverse student body in New Jersey, and the City of Jersey City is ranked as the most diverse city in the nation. As the state's preeminent incubator for leveraging the power of diversity in the classroom, our students receive a uniquely global educational

experience right here in New Jersey. While the pandemic has been a challenge for higher education, it also has presented opportunities. One of these is in the area of online education. Through expanded online education, NJCU has made the acquisition of knowledge more efficient and customizable than ever before. For example, students in our MBA program could complete half of their degree online in Summer 2020, accelerating the path to prepare students for the workforce. NJCU continues to launch new academic programs, update existing course offerings and identify creative experiential education opportunities. Furthermore, NJCU is leveraging online learning platforms to help students understand global trends shaping today's volatile, uncertain and complex global workforce. Our online and in-person classes also foster understanding of the changing dynamics of a workforce where, for the first time in history, five generations coexist.



NJIT

By Dr. Joel S. Bloom,
President

Technology is the primary driver of New Jersey's economy, and our state's demand for STEM-trained employees, particularly engineers, dramatically exceeds the available

Continued On Page 34

HISPANIC BUSINESS COUNCIL SCHOLARSHIP
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Higher Education

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supply. For our state and regional economy to reach its potential, we must expand the talent pipeline by attracting significantly more women and underrepresented minority students to the STEM disciplines. NJIT is doing so through its pre-college programs, intensive and targeted recruitment efforts, as well as student-support initiatives that have made us a top 20 national university producing African American and Hispanic engineers. In fact, 62 percent of all engineering degrees awarded to underrepresented minority students by New Jersey public institutions are earned by NJIT students. Additionally, we are growing our online education and training programs through NJIT Global as well as



Master's programs in computer science, data science, financial analytics and robotics are preparing the workforce of tomorrow.

our New Jersey Innovation Institute in order to create opportunities for non-traditional learners to pursue degrees and for current members of the workforce to develop new or enhanced skills. By breaking down barriers to participation and fostering a culture that values diversity of all types and focused on student success, NJIT is filling a critical role in developing the workforce New Jersey needs.



Rider University

By Dr. Gregory G. Dell'Omo,
President

Rider recently launched "Lifting Barriers," an initiative intended to help students break through significant obstacles they face in obtaining a college education and a successful career. It includes a 22 percent undergraduate tuition reduction, and robust support for career preparation and academic success. Coupled with "Lifting Barriers" is our Engaged Learning program, a requirement for all students. Field experiences such as internships, co-ops or student teaching are one of the six pillars of Rider's Engaged Learning program, designed to expose students to on-the-job situations while learning to nurture professional relationships, and build their resumes and work-related references—all crucial steps for a successful career. Rider's Inclusive Excellence Plan sets forth explicit goals around institutional inclu-

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sion, including improving the diversity of employees and enhancing support for underrepresented students. We believe it is imperative to strive for inclusive excellence, while maintaining a commitment to affordability and student outcomes to succeed in this competitive environment. Long before the coronavirus pandemic gripped our world, Rider had taken significant steps to expand our online undergraduate, graduate and continuing studies degree programs to allow students flexible options that seamlessly fit into their busy lives. Online education will continue to be an important component of higher education.



Stevens Institute of Technology

By Dr. Nariman Farvardin,
President

Three years ago, Stevens launched the ACES (Accessing Careers in Engineering and Science) program—one of my highest-priority initiatives. It's a partnership among Stevens, 10 high schools in underserved communities and the corporate sector, with the aim of increasing access to educational and career opportunities for underrepresented minority students and providing the resources and support needed for them to succeed. We believe ACES has the potential to be a national model to increase op-

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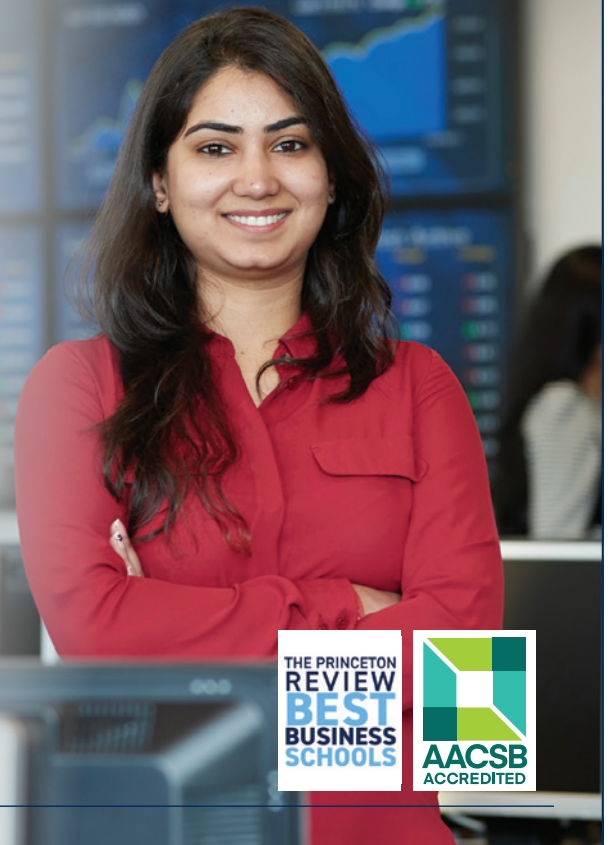
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Higher Education

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opportunities for talented, deserving students and to produce a STEM workforce that is representative of our nation's population. In addition to receiving full institutional support, ACES received the New Jersey Business and Industry Association's Diversity and Inclusion Award and the New Jersey Tech Council's 2019 Innovation in Education Award. Stevens is also building on our many years of leadership in online education to deliver our highly ranked online programs to students across the United States and around the world. An increasing number of students are looking for options in addition to traditional classroom learning. Stevens is meeting that need with master's programs in computer science, data science, financial analytics and robotics to prepare the workforce of tomorrow.



Stockton University

By Dr. Harvey Kesselman,
President

Stockton's mission and interdisciplinary approach to teaching emphasizes preparing students to adapt in a multicultural world.

Our student body is increasingly diverse, and we have enhanced programs to guide their paths to graduation and careers. Our offices of Academic Achievement and Student Transition Programs support underrepresented students and develop

a dialogue on diversity and inclusion that is interwoven throughout the fabric of the institution. In July 2020, our Board of Trustees made a public commitment to be a leader on social justice issues. This fall, Stockton hosted the Community Conversations and Collective Action series to provide context to understanding systemic racism. Additionally, our Center for Community Engagement and Service Learning, Teacher Education and Social Work programs offer mentorship and internship opportunities that reach into the multicultural Atlantic City community to provide hands-on experiences that prepare our students for careers and introduce younger children and the community to the experience and value of a college education. In response to the pandemic, the growth of online communication services has been a catalyst to Stockton, reaching a much broader audience as students and the public became more comfortable with online learning. Our students know they can work and study almost anywhere and anytime.



Thomas Edison State University

By Dr. Merodie A. Hancock,
President

TESU is committed to education that broadens students' perspectives in an increasingly multicultural and technology-driven society. As

an institution that offers many pathways to a degree and embraces the transformative power of education, equity, flexibility, access and empowerment remain central to our mission. We are proud that our adult learners come from a myriad of backgrounds. Our nursing students, active duty military and veteran service members, first responders, family caregivers and working professionals tell us that their online Discussion Board assignments reflect a broad range of perspectives and worldviews. These exchanges help them expand their cultural awareness and interpersonal skills. Our general education requirements now encompass practical and intellectual skills, ethical leadership, civic engagement and quantitative and intercultural literacy. This curriculum equips students across all areas of study with a baseline necessary to flourish in today's

Continued On Page 38



Online learning is a key to success for future generations of business leaders.

Impact Over Activity

When attempting to persuade someone to invest dollars into your venture, there is a difference between communicating about the "activities" of your organization as opposed to your "impact". Consider the following insights:

Communicating about your organization's "activities" sounds like this; "At our organization we run a variety of programs including..." The presenter then goes through a laundry list of programs in detail. Communicating your ACTIVITIES has little value to people who are much more interested in the IMPACT you are having on the people you serve.

Conversely, communicating IMPACT sounds like this; "In the past three years, we have changed the lives of over 2,000 teenagers by providing them with after-school mentoring and tutoring." This communication is all about impact and outcomes on people versus programs and activities.



STEVE ADUBATO'S

LESSONS IN LEADERSHIP

Communicating ACTIVITIES is often linear and predictable, which is not engaging. When you simply list programs and activities, your audience tends to fall into a passive state of listening to the point where they can become disengaged.

Conversely, when using the outcomes approach to presenting, you are asking rhetorical questions like; "What do you think happens when you provide a teenager with skills to help him succeed?" Your audience is curious and thinking. The presenter can follow up, sharing a relevant example.

As communicators we have a choice. We can focus on our activities or on the impact we have on others—which would you rather hear?

Steve Adubato, PhD, is the author of five books including his latest, "**Lessons in Leadership**". He is an Emmy® Award-winning anchor with programs airing on Thirteen/WNET (PBS) and NJTV (PBS) who has appeared on **CNN**, **FOX News** and **NBC's Today Show**. Steve Adubato's "**Lessons in Leadership**" video podcast with co-host Mary Gamba airs **Sundays at 10:00 a.m. on News 12+**. For more information visit www.Stand-Deliver.com



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Higher Education

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diverse workplaces. Our various learning modalities also gives them a comfort level with virtual exchanges and digital technologies that will serve them well in their personal and professional trajectories. What's more, the majority of our academic programs are self-paced with no time and place constraints, allowing those with competing responsibilities to balance their studies while they fuel the state's economic engine.



Union County College

By Dr. Margaret M. McMenamín,
President

We provide our students with an affordable, accessible and high-quality education. Our robust offering of online classes and fully online degrees, especially in today's COVID-19 world, exposes students to technology and a new way of learning, collaborating and doing business. Now, more than ever, being technologically literate is a critical tool in the modern workplace and our students will take these skills into the workforce. As an institution, we are deeply committed to equity. We strive to provide a safe and inclusive learning environment for all students. Students at Union will be in classes with students, and with instructors, who are different than they are: different colors, races, ethnicities,

religions and backgrounds. This diverse tapestry is part of what makes our college wonderful. Our students will graduate having learned, worked and made friends with a diverse array of individuals. With our technological capabilities and diverse learning environment, we prepare our students for the modern, inclusive workplace and the world at large. Overall, education is one of the most significant factors to economic mobility, and an educated workforce is better situated to tackle the problems of tomorrow.



William Paterson University

By Dr. Richard J. Helldobler,
President

As a majority-minority institution, diversity and inclusion are central to who we are as a university and how we fulfill our mission to educate the students who are changing the social fabric of New Jersey and the nation. In fall 2021, we will launch a new undergraduate degree program in community development and social justice to provide students with skills for social change and opportunities to pursue careers in the public and private sectors. Through new initiatives like the Center for Diversity and Inclusion and the Black Cultural Center and well-established ventures like the Social Justice Project, we are ensuring that all students get a broad education and are prepared to pursue ca-

reers in diverse and inclusive fields. In addition, our students are learning in the kinds of fully online and hybrid modes in which they will one day work. William Paterson recently launched WP Online with 24 fully online graduate programs. In addition to meeting the strong market demand of students looking for high-quality, flexible, career-oriented degree programs, WP Online is providing our faculty with additional online instruction skills, which they are applying to all their online, hybrid and HyFlex model courses—undergraduate as well as graduate. 📌



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Talented students will produce a STEM workforce that is representative of our population.

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Aon's Peter Webster Talks Diversity, Equity, Inclusion

Aon is an ardent, progressive voice in the business community.

By Diane C. Walsh
Contributing Editor

Aon showed its commitment to a diverse and resilient workforce by announcing it will invest \$30 million in an apprenticeship program over the next five years.

The global professional services firm launched the initiative in Chicago and now plans its expansion to Houston, Minneapolis, New York, Philadelphia, San Francisco and Washington, D.C. Its goal is to lead the development of a nationwide network of employers to create 10,000 apprenticeships across the nation by 2030.

No one could be prouder of the program than Peter Webster, the resident managing director of Aon's risk and health division in New Jersey, who also sits on the board of directors of the Commerce and Industry Association of New Jersey. A Garden State native, Webster oversees a diverse team of 54. He is celebrating 20 years with Aon, which has gained a reputation as a leading professional services firm that provides a broad range of risk, retirement and health solutions.

Webster's climb up the corporate ladder did not go the traditional route. A gay, African American man, Webster said in his youth he was painfully shy and insecure—so much so that he abandoned hopes of becoming an auto designer because he was too scared to move to Detroit for the schooling.

Instead, he accepted odd jobs. One led him to driving business executives. He recalled seeing an African American man wearing a handsome three-piece suit, carrying a briefcase,

confidently walk into a corporate headquarters. "I decided I wanted to be like that man one day," says Webster.

He pursued his dream working on temp jobs and learning the industry from seasoned professionals, until finally he landed a position with Aon. Webster overcame his insecurities "by being a good client manager, and he realized, "If I could make someone happy, I felt fulfilled."

Webster believes Aon's apprenticeship program will "give more people like me—who have the grit, grizzle, innovation and desire—a chance to succeed." The program offers apprentices per-

"Aon's culture is comprised of four key pillars: Impact, People, Opportunities and Support."

manent jobs with competitive salaries, benefits and financial support for the cost of education. The apprenticeship positions are available not only in the insurance lines, but other sectors as well, such as human resources and technology.

The way Aon has distinguished itself as an ardent, progressive voice in the business community further amplifies Webster's pride and commitment to the company. He noted that in the face of the nation's upheaval over the tragic death of George Floyd, Aon CEO Greg Case quickly released a statement resolutely declaring that black lives matter. Case also initiated a series



Clear Tunels, Inc.

Aon Resident Managing Director Peter Webster

of "intentional conversations," Webster explains, to transform the controversy into a "learning experience" that could expose any microaggressions and rid the company of their effects. Webster has moderated some of these discussions, which are open to the entire workforce.

In its tribute to Black History Month, Aon is developing themes to be discussed each week in February. The opening session will be a year in review and remembrance, followed by

Continued On Page 42



Aon's goal is to create 10,000 apprenticeships by 2030.

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We believe **Inclusion & Diversity** drives the best insights, advice, and outcomes for our clients, our firms and our communities.

We value the diversity of ideas, experiences and perspectives that come with having colleagues from different cultures, nations, genders, age, sexual orientation and physical ability. Embracing difference is key to our distinctive Aon United culture.

To learn more, please visit [Aon.com](https://www.aon.com).



Cover Story

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discussions on education, professional development and panel presentations on a relevant book or movie.

Aon's mantra is to "Help A Colleague Help A Client." This is "truly at the heart of everything we do," explains Webster. The firm employs 50,000 across 120 countries. Its culture is comprised of four key pillars: Impact, People, Opportunities and Support.

In its focus on impact, Aon strives to deliver unparalleled value by empowering its clients, engaging colleagues and supporting the community. As regards to people, the firm's goal is to inspire each person by sharing knowledge and ideas, while collaborating to achieve excellence and take pride in the work. Aon also argues that success can only be achieved through "unmatched career opportunities" by giving their employees the tools and leadership they need. The support pillar rounds out this commitment by pledging to appreciate contributions, embracing perspectives and offering support professionally and personally.

Webster says he has learned "the trait of a great leader is to bring out the best in your team. Don't stifle them for the sake of your own pride."

Webster's team is responsible for "deliverables, advising clients, getting new clients and engaging and retaining our talent," he explains.

"I am blessed, grateful and proud of my team," he says, adding that he appreciates their counsel. "Together we are so much better."

When the pandemic struck and caused the shutdown, Aon had just completed its annual business continuity exercise that tests the firm's ability to operate in a catastrophic event. The drill mandated everyone work remotely. "Thankfully, it was successful as, little did we know, 99 percent of our staff would be working remotely for the foreseeable future," says Webster.

"The trait of a great leader is to bring out the best in your team."

While working virtually demands an adjustment, Webster says his team succeeds by "getting together with more intention." Along with work-related virtual sessions, Webster also makes certain to put aside time to catch-up on personal matters and family. Young professionals are encouraged to "throw 15 minutes on my schedule a week" to debrief or talk about any issue they are facing.

The new environment has many benefits for clients, Webster adds. Now he can arrange virtual meetings with experts across the globe,

offering a holistic approach to clients on any range of subjects from retirement benefits to data analysis, cybersecurity, and corporate governance to human capital issues, to name a few.

As a member of the CIANJ board, Webster believes he has a special opportunity to network with companies' executives. "I get different perspectives from individuals across every sector of industry," he explains, adding, "It's so very relevant and necessary because together we share best practices."

CIANJ President Anthony Russo regularly briefs the board on the legislative policies and initiatives coming from the state capitol in Trenton.

Webster says these briefings "bring the state to me" and enable him to better serve his clients. 📌



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In a tribute to Black History Month, Aon is developing themes to be discussed each week in February.

STEVE ADUBATO'S LESSONS IN LEADERSHIP

with co-host Mary Gamba

Sunday 10:00am

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State-of-the-Art Cardiac Care at New Jersey's Top Hospitals

COVID-19 has not lessened the need for the prevention, diagnosis and treatment of cardiac health conditions.

Compiled by Miles Z. Epstein
Editor, COMMERCE

By addressing medical conditions that affect the human heart, doctors are saving lives. Through screening and regular checkups, early diagnosis of heart conditions and risk factors can reduce the occurrence of heart attacks, which happen at the alarming rate of one every 34 seconds. State-of-the-art cardiac care is making a difference in preventing and treating cardiac issues—through early intervention, many 911 calls and emergency room visits are being avoided altogether. Here's a look at the latest advances in cardiac care.



Atlantic Health System

By Linda D. Gillam, M.D., MPH, FACC, Dorothy and Lloyd Huck Chair, Dept. of Cardiovascular Medicine; Medical Director, Cardiovascular Service Line, Morristown Medical Center

Atlantic Health System's Morristown Medical Center offers minimally-invasive transcatheter aortic valve replacement (TAVR) and repair/replacement for the mitral and tricuspid valves. Morristown has the largest TAVR program in New Jersey—and one of the five biggest in the country. It is one of the few to be accredited by the American College of Cardiology. It is home to the largest cardiac surgery program in the

state and recently expanded its Gagnon Cardiovascular Institute to more than 200 heart patient beds. Morristown Medical Center's specialty care services include the hypertrophic cardiomyopathy center, sports cardiology, cardio-oncology and heart disease in women programs. It also recently launched a center for diseases of the aorta. Morristown Medical Center is one of the top 40 programs in the country for Cardiology & Cardiac Surgery (*U.S. News & World Report*) and one of America's 100 Best Hospitals for Cardiac Care (Healthgrades).



CentraState Healthcare System

By Jatinchandra Patel, D.O., Director of the Cardiovascular Catheterization Lab, Board-Certified Interventional Cardiologist

To advance cardiac care for the community, CentraState has started construction on a new Cardiovascular Interventional Suite as a single-story addition on the north side of the medical center. This initiative will centralize cardiac catheterization, endovascular and interventional radiology services within a modern, 9,300-square-foot three-room suite with the capacity to serve a greater number of patients. The expansion will build upon the services provided at CentraState while serving as a foundation to adapt and accommodate the latest innovative technologies. With the aging

patient population, the prevalence of cardiovascular disease is projected to increase. The new Cardiovascular Interventional Suite will give patients much-needed additional access to care while providing CentraState's board-certified interventional cardiologists with a state-of-the-art suite in which to perform life-saving procedures. Construction is expected to be completed in January 2022.



Englewood Health

By Samuel Suede, M.D., Chief of Cardiology

Englewood Health is dedicated to providing an individualized approach for those with cardiac conditions by consistently evaluating best practices across the country to improve and elevate the standard of care. The health system's Centers of Excellence focus is preventing coronary artery disease, providing early intervention for arrhythmia management and offering the latest technology for treating structural heart disease and aortic disease. When evaluating patients and tailoring their care plans, the cardiology team uses innovative diagnostic and treatment options, including the Watchman™ and MitraClip® devices, and offers the latest in surgical and non-surgical techniques, including minimally invasive procedures such as transcatheter aortic valve replacement (TAVR). As part of a strategic plan-

Continued On Page 46



Heart disease is the leading cause of death for men, women and people of most racial and ethnic groups in the United States.



One person dies every 36 seconds in the United States from cardiovascular disease.



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TO WASH
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THE FRONT LINE.**

Keep your mask on. Keep your distance. Keep your checkups.



Atlantic
Health System

atlantichealth.org/frontline

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ning initiative, a team was commissioned to analyze techniques for minimizing congestive heart failure readmissions. This includes making sure each patient leaves the hospital with an appointment to see a cardiologist; managing care to ensure the patient remains stable after an acute episode; providing the patient with self-monitoring tools and practices to facilitate recovery, such as the use of integrative medicine; advocating for rehabilitation to improve long-term quality of life; and coordinating the continuum of care to encourage and enable lifestyle changes that prevent recurrence.



Hackensack Meridian Health, Jersey Shore University Medical Center

By Jesus Almendral, M.D., FACC, Medical Director, Advanced Heart Failure Program

Hackensack Meridian Jersey Shore University Medical Center joined Hackensack University Medical Center as the only medical centers in the tristate area to offer the world's first heart failure neuromodulation device Barostim Neo™. The Barostim Neo offers a groundbreaking treatment alternative for Congestive Heart Failure (CHF) patients. The FDA accelerated this innovative technology to market because the device has been proven to be an effective alternative for patients with CHF who are ineligible for other forms of therapy such as Cardiac Resynchronization Therapy (CRT). Patients with CHF suffer from shortness of breath, poor quality of life and are limited to mild daily activity. The Barostim NEO is the only technology that targets cardiovascular disease at the source, the autonomic nervous system. This leading-edge device has the unique ability to improve heart performance, improve quality of life, increase mobility, reduce hospital readmissions as well as reduce the amount of medications patients take. The best part is that it is a safe, 45 minute, minimally invasive procedure and our patients can be admitted, receive the device, and be discharged all in the same day.



Holy Name Medical Center

By Tariqshah Syed, M.D., Director of Cardiology

Holy Name's cardiology experts provide high-quality, patient-centered heart care aimed at preventing, diagnosing, treating and managing cardiovascular disease with state-of-the-art technology and techniques. Our outstanding team addresses cardiovascular issues that range from the common to the complex, including heart rhythm disorders, artery blockages, structural problems and the effects of COVID-19 on patients' vascular systems, which may include blood clots and

hypertension. An area of rapid expansion is interventional cardiology, utilizing non-surgical, catheter-based procedures to evaluate and treat blockages of the heart's arteries. Holy Name was one of the first hospitals in the area to use transradial (through the wrist) cardiac catheterization, now a standard of care, which is more comfortable for patients and leads to a quicker recovery. Another key area of expansion is telemedicine; patients can schedule provider visits from wherever is most convenient for them at NorthJerseyTelemedicine.com. Our cardiologists are also participating in clinical trials, studying new ways to treat and prevent coronary artery disease, heart failure and heart attacks. Blood pressure checks, health screenings and preventive care are brought to our community by Holy Name's Center for Healthy Living and Mobile Education Lab (MEL). Virtual programs via Zoom offer educational talks and information.



Jefferson Health—New Jersey

By Mitchell C. Rosenberg, M.D., FACC, Section Head, Cardiology

Well ahead of 2020's challenges, major advances were made at Jefferson Health-New Jersey, formerly Kennedy Health, which became part of the acclaimed Thomas Jefferson University Hospital system in 2017. Following this merger, the three-hospital Jefferson Health-New Jersey adopted a new, integrated electronic medical record system, called Epic. This was no small undertaking, given that we see some 26,000 admissions and 145,000 Emergency Department cases every year. The approximately 36,000 annual home visits help prevent recurrent hospitalizations. Providing on-site, top-notch neurovascular intervention was a high priority of the New Jersey merger, playing off Jefferson's well-earned reputation as a national

leader. Bringing this expertise in diagnosis and often-urgent treatment is a boon for patients in our area, whose first serious symptom of cardiovascular disease may be a hypertensive or embolic stroke. The Cardiac Catheterization Lab at the busy Washington Township Hospital is steadily moving toward full therapeutic options, while advanced heart failure and pulmonary hypertension consultations are now available locally. Additionally, inpatient transfers to Philadelphia's Thomas Jefferson University Hospital for tertiary/quaternary care is now as simple as dialing a four-digit extension.



RWJBarnabas Health, Monmouth Medical Center, Southern Campus

By Rajesh Mohan, M.D., MBA, FACC, FSCAI, Interventional Cardiologist and Chief Medical Officer

At RWJBarnabas Health, we offer hundreds of preventative and wellness programs across New Jersey to help strengthen and protect cardiac health. If an issue does present, our facilities give community members access to the latest technology and medical advancements and opportunities to participate in some of the most renowned clinical trials. One of the newest ways we are approaching screenings for coronary artery disease at RWJBarnabas Health is being led by cardiac specialists at Monmouth Medical Center Southern Campus in Lakewood, New Jersey. Through the use of Fractional Flow Reserve-Computed Tomography (FFR-CT), a revolutionary, non-invasive technology that uses artificial intelligence and trained specialists to evaluate heart disease with HeartFlow Analysis, we can create a personalized, 3D model of a patient's coronary arteries that shows how each blockage impacts blood flow to the heart. This

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Heart disease costs the United States about \$219 billion each year.

Award-winning care for every heart in every community.

Leading specialists in cardiac, vascular and thoracic care and surgery.

RWJBarnabas Health has a passion for heart health, with the largest adult and pediatric cardiac surgery programs in the state, a heart transplant program that's in the top 15 nationally, the latest technology and medical advancements and hundreds of wellness and prevention programs to strengthen and protect healthy hearts. Whoever your heart beats for, our hearts beat for you.

[Learn more at \[rwjbh.org/heart\]\(https://www.rwjbh.org/heart\)](https://www.rwjbh.org/heart)

RWJBarnabas
HEALTH

Let's be healthy together.



We've taken every precaution to keep you safe.
So if you've put off any medical care due to COVID-19, please don't delay it any longer.

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detailed information was previously only available through an invasive procedure. The scan often reduces the need for follow-up testing and evaluation and helps physicians better determine appropriate next steps in the patient's cardiac care plan.



Trinitas Regional Medical Center

By Faye Shamoon, M.D.,
Medical Director of
Cardiovascular Services

Trinitas Regional Medical Center provides comprehensive invasive and non-invasive cardiac services—cardiac imaging and stress testing, as well as ambulatory heart rhythm monitoring, including an implantable loop recorder inserted through a small incision that provides monitoring 24/7 for two to three years. Trinitas also provides outpatient coronary CTA to evaluate coronary artery blockages with a very low dose of radiation, which is an excellent method of cardiac screening to initiate preventive therapy to avoid major events in the future. Recently, to help patients with both cardiac and pulmonary diseases, we added a cardiopulmonary rehab to the existing cardiac rehab unit. Cardiac catheterization provides state-of-the-art interventional procedures to open blockages in the coronary

circulation using balloons and stents. The most recent imaging utility, called optical coherence tomography (OCT) produces clear images from the inside of the artery, which are helpful in guiding treatment for coronary artery disease.



Valley Health System, The Valley Heart & Vascular Institute

By Juan Grau, M.D.,
FACC, FACS,
Professor of Surgery;
Director, Cardiothoracic Surgery

Valley is known for its high-quality cardiovascular care that is further enhanced by its alliance with the world-renowned Cleveland Clinic Heart, Vascular and Thoracic Institute. A multidisciplinary approach in cardiac care is now the focus of premier centers across the United States. Here at Valley, we have one of the most active and comprehensive centers for the treatment of valvular disease, aortic aneurysms, coronary artery disease, treatment of heart failure and hypertrophic cardiomyopathy, among others. The treatment of these pathologies is organized into heart teams where different specialists meet, providing input tailored to each individual patient. By combining percutaneous options with minimally invasive surgical approaches, we have exponentially increased the number of patients who can be



Getty Images/Stockphoto

Blood pressure checks, health screenings and a balanced diet of unsaturated fats are important for cardiac health.

successfully treated by lowering the morbidity and mortality associated with each intervention. In addition, a crucial part of our work resides in the continuous expansion of our preventive care programs. Valley offers a free comprehensive heart screening to determine an individual's potential risk for heart disease and provides heart-healthy education on the steps to take to prevent it. In this program, patients can be screened for conditions ranging from subclinical coronary atherosclerosis and aortic aneurysms to hypertrophic obstructive cardiomyopathy, among others. ❧

BUSINESS & LIFESTYLE

Making Connections: A Winter Walk and a New Couch Concert

By Wendy Tait,
Sommelier,
CIANJ's EVP, Business
Development and Strategic
Initiatives

The cold of winter and the social isolation of the COVID-19 pandemic may have severed your connection to the people and places and things that bring you

joy and give meaning to your life. But CIANJ, through its Business & Lifestyle Event Series, has a message of hope for you—the show must go on. We will be using the Internet's online channel to find creative ways to help our members stay healthy, meet new people and be entertained.

With the winter halfway over, COVID-19 vaccines on the horizon and a new year filled with hope for a return to normal business and life, it's now time to step outside of what may feel like your new uncomfortable comfort zone and enjoy some new opportunities and fresh air.

This month, for example, please join us for our Winter Walk in the park, where we stay local, get outdoors and enjoy one another's company as we socialize and network. If staying indoors is more your style, we invite you to snuggle up to your favorite glass of wine, pet or family member and enjoy a private live performance from Tony nominated Broadway star Willy Falk in our next Couch Concert: "A Night of Cabaret."

To RSVP and for more information on each of these events, visit our web site at www.cianj.org or e-mail me directly at wtait@cianj.org. Stay healthy, and we look forward to seeing you. ❧



Tony Nominated Broadway Star Willy Falk

Emergencies Don't Stop. Neither Do We.

Safe, Skilled Emergency Care is Here

If you're experiencing chest discomfort, signs of stroke, or have suffered an injury, Valley's full-service Emergency Department is ready to care for you.

Our emergency teams deliver prompt care for any emergency, with all of the safety measures, protective equipment and precautions you expect.

Staffed by board-certified physicians and skilled nurses, Valley's Emergency Department also features a dedicated Pediatric Emergency Department.

In an emergency, time is your greatest ally. Go straight to our Emergency Department or call 911 and ask to be taken to Valley.

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VISIT VALLEY FOR EMERGENCY CARE.**

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