President Wang’s message to students

By Alexis Guiducci
Ousman Joof

President Wang busy at work in her office in the Administration building.

On July 1st, 2015 Dr. Jianping Wang began her journey as the sixth president of Mercer County Community College. For the past 9 months, President Wang has become involved in the Mercer County Community, has made significant organizational changes, and has directed her time in serving the students of Mercer County Community College.

“I’m someone who wants to serve, and being the president only allows me to serve better and more people and who I am defines how I lead.” Wang told The VOICE.

President Wang has spent her past year challenging employees to become part of a culture that promotes service and accountability. She hopes to form and shape students in a way that allows them to be distinguished as graduates of Mercer. However, for students to be able to achieve their goals, there has to be some changes. Dr. Wang states: “Don’t serve the students the way we’ve always been serving them. Serve them the way they want to be served.”

In order for this to happen students and everyone who works on campus has to make it happen.

Many students feel that the student services are getting better. For example, the phone calls are getting answered better than in prior years. When asked if she noticed these changes, Ivett Figueroa, an Education major, said “My first year on campus I didn’t find the student services very helpful and didn’t use it much, but this year I found the student services to be very beneficial.”

Currently, Dr. Wang is attempting to reduce the lines and confusion by online e-scheduling and e-advising as well as through e-appointments. However, that requires more changes and updating the current system. Once in place, students will get accustomed to receiving information through text messages.

That is why I’m working very hard to bring in text messaging services to students so that students will get a text message alert to remind you your payments are due.” Dr. Wang told The VOICE.

In response to this plan, Simran Chadha, Business Administration major, stated “I believe receiving text messaging instead of a emails will be a lot better and quicker to access.”

“I believe she is on the right track but, a long term solution would be to develop an app that allows students to use blackboard over their phones and access their Mercer portal. This way students can receive notifications when there are any announcements” stated Otemil “Jui” Del Valle, Digital Media Arts major.

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Dean of Liberal Arts retires after 43 years of service at MCCC

By Ousman Joof
Senior Reporter

Mercer’s Dean of Liberal Arts, Dr. Robin Schore, is retiring at the end of this year after already having been a teacher or administrator on campus since 1973. He says after working 43 years, it was time to retire.

Before becoming a dean of the Liberal Arts Division in 2005, Dr. Schore was an English professor for 32 years. Throughout his time at Mercer, he has always kept an open door policy for his colleagues and students. If you were a Liberal Arts student who needed help in your classes, with a schedule, or anything in general, Dean Schore was the person to go see.

However, Dean Schore is not all work and no fun. In his spare time, he plays the guitar, tennis, and enjoys riding his bike. Yet despite his outgoing nature, he does not have a Facebook account nor has he ever tweeted.

In a recent interview with The VOICE, Dean Schore said his most memorable moments would be his entire time spent at Mercer because there was not one moment he found to be the most memorable during his time here. When asked what his thoughts were of Dean Schore’s contributions as Dean of Liberal Arts, Dr. Leonard R. Winogora, the William Paterson University on-site coordinator told the VOICE: “Dean Schore was a valuable asset to the growth of Mercer and the Liberal Arts Division. His long service to the school, his experience, and his common sense has guided our college through good and bad times.”

Steve Richman, Professor of Foreign Languages added his own thoughts, saying “I believe [Dean Schore] has done a great job as the Dean and was a big advocate for the students.” The person who has perhaps worked most closely with Dean Schore these past 10 years is Debra Stotland, his Executive Assistant. She said “I will miss his quirky sense of humor” and that she hopes in retirement that he also “enjoy[s] that grandson and many sunny days on the beach.”

“I will miss his sense of humor, his open door policy, his pre-semester messages when he would keep everyone engaged and make little jokes. I’m shocked to see that he’s leaving and he will be missed,” said Guy Derosa, Professor of Political Science.

Donald Reichman, Coordinator of Computer Science & Division of Business and Technology said “He’s a good friend of mine so, I will miss the professional friendship we have but I’m sure we will still see each other off campus. We both kind of grew up here together.”

After chuckling a little, he added “Congratulations! You probably should have retired a long time ago but, you finally got around to it and you will certainly be missed.”

When asked what advice he has for the next Dean of Liberal Arts, Dean Schore jokingly stated he would advise him or her to: “Keep your hands on your wallet and back against the wall. Speak softly and carry a big stick.”

As for who will be selected to be the next Dean of the Liberal Arts Division, the selection process, which has recently begun, is being done internally rather than having it outsourced to a third party.

The search committee has been put together with various faculty and staff members. The Co-Chairs of the committee are Professors Kathryn Paluscio and Andrea Lynch. The committee will be reviewing resumes of possible candidates and a selection should be made in May.

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PHOTO | IVANA AYRO

PHOTO | ALEXI GUIDUCCI

Dean Robin Schore in his office in the Liberal Arts building.

PHOTO: | ALEXI GUIDUCCI

President Wang busy at work in her office in the Administration building.
There were a total of 25 students, parents, and faculty members at the meeting on Tuesday to discuss the tuition increase. Dr. Karen Bearce, Professor Amy Crocco, and Professor Lucas Kelly share their perspectives on these issues. 

On Tuesday, February 17, there was a meeting held at MCCC to discuss the annual tuition increase in tuition. The meeting informed students and public about tuition increase in place for next year. Professor Lucas Kelly mentioned that last year’s spring semester tuition for in-state students at Mercer County Community College was roughly $3,400. Compare that to this year’s tuition of roughly $3,700, for students who are taking 12 credits per semester. Dr. Karen Bearce, Professor Lucas Kelly, and Amy Crocco have been working on this year’s tuition increase for the past couple of years. While Dr. Bearce and Amy Crocco have been working on this year’s tuition increase for the past couple of years, Professor Kelly has been working on the annual tuition increase since 2014. The Mercer County Community College Board agreed to increase tuition this semester by 6.5 percent. The reason for this is simply to generate more revenue for the college. For the 2016 semester, tuition will likely remain the same. The increase in tuition will bring in more revenue for the college. For the 2016 semester, tuition will likely remain the same. The increase in tuition will bring in more revenue for the college. The private university for tuition and fees alone. At Seton Hall University, tuition rose 3.8 percent. Students attending Seton Hall will have to pay $34,750 for tuition and fees alone. The private university does have a program in place for incoming freshman who placed in the top 10 of their high school class based on SAT scores. Because of this program, those students are able to continue to receive the tuition and fees assessed with the Rutgers University. When someone believes that collegiate tuition should be increased or decreased is a matter of opinion. There are many responses and counterarguments on this topic. If you do not agree with the tuition increase, it is important to know that most universities have plans in place that will benefit the schools in the near future.

Mercer County Community College has increased tuition for the 2015-2016 school year as well. Currently it is around a 2.5 percent increase. Rutgers students will pay roughly $13,000, and students who live on campus will pay $24,000 to room and board. The Rutgers Board of Governors also recently approved a $3.8 billion budget for the upcoming semester. Last spring, prior to the tuition increase, students gathered to protest a veto of the bill passed which increased tuition at the university. At Seton Hall University, tuition rose 3.8 percent. Students attending Seton Hall will have to pay $34,750 for tuition and fees alone. The private university does have a program in place for incoming freshman who placed in the top 10 of their high school class based on SAT scores. Because of this program, those students are able to continue to receive the tuition and fees assessed with the Rutgers University. When someone believes that collegiate tuition should be increased or decreased is a matter of opinion. There are many responses and counterarguments on this topic. If you do not agree with the tuition increase, it is important to know that most universities have plans in place that will benefit the schools in the near future.

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Illegal immigrants arrested in Princeton by Federal Agents

By Maria Mora
Junior Reporter

On February 11, two men were arrested by Immigration and Customs Enforcement officers (ICE), on Wiggins St. in Princeton, NJ. It is said that they had been in the Deportation list since 2014 and that one of the individuals had a driving conviction. 

Normally we do not hear about ICE deporting fellow citizens. So, from their point of view, this is a great opportunity to make more people aware of the situation of immigrants.

On the other hand, many Mercer residents opposed those arrests and thought that they were not respectful of their legal rights. The Mercer Alliance convened a committee to develop new strategies to protect unhoused residents. They created the Homeless Trust Fund. These trust funds would serve as a valuable source of funding for supportive services, operating rental assistance, and/or capital improvements to create new permanent housing for the homeless across the state.

President Obama’s bill, the Homeless Emergency Assistance Transition to Housing (HEARTH) Act of 2009 provided a crucial mechanism to reactivate the McKinney-Vento Homeless Assistance Act with substantial changes, which included as a goal shortening the length of time someone is homeless. It also created the program for Rapid Rehousing that would combine rental assistance and case management.

Almost half of the residents in Mercer have household incomes below $20,000, and 33 percent live below the federal poverty line. There are currently 26,000 poor in Trenton.

Two years ago the police cleared out some train station campers because they posed a health and safety risk. The police’s decision to clear out the encampments offered an opportunity to stem homelessness to social service programs, jobs, and permanent housing. For example, Monarch Housing Consultants as a founding member of the New Jersey Advocacy Network to End Homelessness, has been engaged with a state agency to enact state legislation which would allow individual counties to set up permanent housing in their community. Two very crucial operations mentioned here are a Coordinated Entry & Assessment System (CEAS) which is being created for all individuals who are homeless in the Trenton/Mercer community. This system will screen and assess the needs of the homeless, provide them with needed health and social services, and move them as quickly as possible to permanent housing.

The other group that the program focuses on assisting is Veterans who need assistance. The pilot program has done well but currently it is unclear whether there will be enough funding to continue in the long term. The goal is to build the capacity of the programs to quickly house individuals who are displaced from their homes.

The programs are looking into developing lasting strategies to address homelessness among the mentally ill, drug addicted, and otherwise compromised.

The Mercer Alliance offers opportunities to signing up for the program: “We can, We must, and, We will!”

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On March 2, Mercer Community College (MCCC) Human Services Director Marygrace Billek presented a lecture on campus regarding the County’s aggressive effort to end chronic homelessness. Her presentation was part of the Mercer Community College Lecture Series, entitled “The Journey to End Homelessness in Mercer County.” In her talk, Billek discussed how this seven year government project has cultivated a broad range of partnerships, and the successful housing of more than 400 families and individuals. The result of these efforts, Mercer County’s work to end chronic homelessness has been nationally recognized.

As part of the presentation, Billek gave a little background regarding the community-wide strategy employed by the Mercer County Board of Social Services, the Mercer Alliance to End Homelessness, the City of Trenton, and other community partners to end homelessness.

In 2008, Mercer Alliance engaged its government partners to conduct a year-long study. Dennis Culhane, a professor and researcher on family shelter utilization, developed best practices around Rapid Rehousing. This approach was then applied to Mercer’s situation. Previously, the old system kept people homeless and its cost to shelter a person was astronomical. Also, there was no front end assessment to help identify and prioritize families with the highest needs and those who could be rapidly rehoused. People were staying in transitional housing too long, and were not exiting to permanent housing.

Overall, the system was not ending homelessness and cost $10M from the Temporary Assistance for Needy Families (TANF) program alone. The average length of homelessness was 371 days. The state included: going to a shelter, proceeding from there to transitional housing, before finally managing permanent housing.

The strategy was then to find funding for a Rapid Rehousing model. One approach was to align all local funders (county, city, and county welfare agency) in one system. This approach reflected President Obama’s bill, the Homeless Emergency Assistance Transition to Housing (HEARTH) Act of 2009. The HEARTH Act amended and reauthorized the McKinney-Vento Homeless Assistance Act with substantial changes, which included as a goal shortening the length of time someone is homeless. It also created the program for Rapid Rehousing that would combine rental assistance and case management.

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Marygrace Billek’s slogan offers opportunities to the continued success of the program: “We can, We must, and, We will!”

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By John Flanagan
Reporter

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The Celebrity Scoop

Celebrity

Ivanka Trump

Ivanka Trump made her first public appearance after coming out as transgender while attending this year’s GLAAD Media Awards show in Beverly Hills, CA. She took the stage to accept an award for outstanding drama series, Sense8.

Entertainment

ISO presents cultural fashion fashion show

By Onika George

The International Student Organization is known for promoting diversity and enjoying different cultures on campus. The organization is open to anyone of any color, race, ethnicity and nationality.

According to secretary of the ISO, Peppina Dimehoyo, “Last year as well as this year, students of MCCCD are representing a country of their choice while being dressed in an outfit of the country. Music was played in accordance to their culture as they walked and announcers briefly talked about their outfits as they walked. Students who participate usually range from about fifteen to twenty people. It is a fun and educational event for all to learn and enjoy.”

The last fashion show presented countries like Thailand, China, Japan, United States, Malaysia, Haiti, Puerto Rico, Ghana, Liberia, and South Korea. This year were Haiti, Guatemala, India, Japan, Gambia, Philippines, Italy, America, Philippines, Morocco, Vietnam, Liberia, Cuba, and Korea participated. This year was full of “razz.” Models like Obidiah and his partner, Roberta Peters, stole the show with their Liberian dance. Their music also got the crowd dancing themselves!

Miss Haiti, Astride Josil strutted the cafeteria runway showing off her blue and red outfit. Mr. Cuba, Richard Ward, also stole the show with his dancing and flinging of his hat and his jacket as he also grabbed Miss Haiti who was dancing beautifully in tune with him.

Ousman Joof, who did Gambian danced all the way from the catwalk to the stage and back, got the audience’s attention as well. Seongyu Lim, who represented his country of South Korea did a demonstration of the martial art of his country, Taekwondo and was very skillful in his acts.

The truth behind April Fool’s Day: Are Pranks going too far?

By Bobby Rowley

For those of you who do not already know, April fools’ day takes place on the first day of April every year. It is customary to play pranks or jokes on unsuspecting victims, then shout the phrase “April fools!” after the gag is complete.

This is not technically a public holiday, but it is celebrated internationally as if it was one already. Due to being well-known internationally, the holiday goes by many names: Day of Hilarity, All Fool’s day, spring Holi festival, and of course, the Feast of Fools.

With all the formalities in check, it is time to get down to the real question at hand: are pranks going too far? We can all agree that some pranks are pretty hilarious and a lot of people really work hard to take the idea of pranking to the “next level.”

How far can pranks go before they are either not funny or someone wins up hurt? You have probably seen some hysterical internet videos featuring pranks pulled in different ways.

Even the TruTV show “Impractical Jokers” features a lot of outstanding comedic pranks. But do you, the readers, know the main reason why all these tricks are funny? The answer is because it is not on you! If you were pranked, your opinion might change.

Certain people simply cannot take a joke, even in the best situations. Those types of people we like to refer to as “party poopers.”

In many cases, plenty of people around you are good sports when it comes to pranking. They enjoy a hilarious practical joke as much as the next person. Other people can be comedic hypocrites; meaning they can dish out pranks, but not take them lightly.

However, a lot of jokes can go too far. Here at MCCCD, both students and a few faculty members enjoy the fun and hilarity that comes with April fool’s day, but even they have to understand how far a prank can go.

April fool’s day is great because I always get my mom good, but I’d never really take it too far, she’s getting old” said MCCCD student Sarah Cronin.

Women’s Soccer Team

Five members of the U.S. women’s national soccer team have filed a wage-discrimination action against the U.S. Soccer Federation with the Equal Employment Opportunity Commission.

Women's Soccer Team

Batman v Superman: Dawn of Justice

Despite mixed reviews from critics, the newest DC Comics film shattered box office records last week and grossed $166 million in North America on its opening weekend. The film took the stage to accept an award for best superhero film.
**Sports & Events**

**Dare to Dream comes to MCC**

By Rashida Diwan

Dare to Dream is a conference that occurs in different locations across the state of New Jersey. The conference is developed and produced by the State Department of Education and the Office of Special Education. Dare to Dream brings together students from different high schools who have the same issues and concerns about where to go after graduation.

The DREAM Program at Mercer County Community College participates in the conference every year. The DREAM Program provides students who would like to attend college with support as well as peer mentors, tutoring, and classroom accommodations.

Students from the program attend the conference and explain the options of what you can do after high school. DREAM students present a panel and discuss the process of applying to the program and what it is like to attend college.

A keynote speaker is chosen by the DREAM Program faculty to describe life at Mercer and what their personal experience has been in college. Dr. Sue Onaitis, the Director of the DREAM Program, Tiffany Willner, DREAM Program professor, and Kristen Robinson, Keynote Speaker, spoke with TheCollege Voice about this year’s Dare to Dream conference that takes place on April 29 at 9am on-campus at the Conference Center.

**What inspired you to become the leader of the DREAM Program?**

Dr. Onaitis: What inspired me to become the leader of the DREAM Program was about 9 years before the DREAM Program started. I went through each year, I wanted a college experience but needed extra support to help me be successful. So we had a dream or a vision, that we have a way to put these supports into place so that college would be an option for more students.

In 2005 we heard about an opportunity to apply for a grant through the National Down Syndrome Society to develop a program, which turned out to be the DREAM Program, which would provide the extra support, such as peer mentors, and staff, to make college a possibility for students who could benefit from these supports. With the support of our college administration we applied for and were awarded a three-year grant.

We started out the program with nine students and we currently have 30 students. Each year more students joined us while other students completed their goals and moved on. We have worked with about 120 students in our ten years of operation. What is the Dare to Dream Conference about?

Dr. Onaitis: Dare to Dream is a conference that actually happens in many different counties across the state of New Jersey, produced and developed by the State Department of Education and Office of Special Education. The goal of the conference is to inspire and motivate and bring together high school students who have unique learning differences to help them to prepare to transition to life after high school.

**How do you pick the keynote speaker?**

Dr. Onaitis: That is always a challenge because all of our DREAM students have so many talents and so much to say! We would like to give everyone the chance to do this, but we only choose one. We look for a student who has worked really hard to achieve his or her goals, who feels comfortable giving a speech to an audience of over 200 students and professionals and that can speak honestly about what the college experience is all about.

Why is being an advocate for your students so important?

Dr. Onaitis: My goal in being an advocate for our students is two-fold. First, we want to model and teach advocacy skills to our students so they can speak up for themselves and have the supports that not only help them to be independent but also help them feel good about the lives they create for themselves. Self-advocacy leads to making things happen according to your needs and wants. Secondly advocating for students and teaching them self-advocacy skills creates an awareness in the broader community that we are all have rights to create the lives we want, and not the lives that others have chosen for us.

How were you chosen to be our keynote? In your own words, how would you describe the DREAM Program to incoming students? Kristen Robinson: It will be hard at first but then it gets easier as time goes by and the longer you are in the DREAM Program.

What inspired you to work as a professor with the DREAM Program? Professor Wilner: I heard through a friend that the program had started, I met with [who was a tutor in the Learning Center] that there was going to be a job opening here and she thought I would be a perfect fit.

**What will your speech be about?**

Kristen Robinson: It will be about myself and my accomplishments, what I was like as a child.

**How do you feel about talking as our keynote?**

Professor Willner: The Dare to Dream conference has been going on for longer than I’ve been employed at Mercer County Community College. It had already been established and the program was already involved in the Dare to Dream conference. What is the best advice you could give to your students speaker?

Kristen Robinson: I’m excited and pumped up! I’m ready to get people’s attention. What has your experience been like at Mercer?

Kristen Robinson: It’s been stressful at times but...
Understanding the US Primaries

Election 2016: Why is it important?

Every four years in the United States, there is a Presidential Election so that the American people can select their future president into office. This year is no different from previous elections. However, knowing how the process works towards being nominated may help to understand how one becomes president.

In an election year we have candidates from both parties either Democrat or Republican running for the highest office of the land. This year we started with a total of five Democratic Candidates and seventeen Republican Candidates. Currently, we only have two Democratic Candidates who are Hillary R. Clinton and Bernie Sanders, while the Republican Party has three remaining candidates: Donald J. Trump, Ted Cruz and John Kasich. These candidates have remained in the race to become President, because of the amount of delegates that they have.

What are Delegates?

A delegate is a member of the House of Delegates in which they are pledged to represent the candidate that the state votes for. In order to win a delegate on the Democratic side, they must win 15 percent or more of the vote. While the Republican side does not have the requirement making it mandatory. This means that if a candidate from either party would receive 40 percent of the delegates from that state, they would have the majority of delegates and would be elected as the Presidential nominee.

The only difference in the selection process between the Republican and Democratic sides is that Democrats also have delegates called Superdelegates. Superdelegates are not assigned to a candidate by the number of votes, but instead independently choose a candidate. Then at the Democratic National Convention, they vote for the Candidate of their choosing.

As the candidates are winning the delegates, many might wonder how the voting system works. During the election year there are primaries and caucuses in which those candidates receive their votes. The difference between a primary and caucus is minimal, but it can make a difference between winning the nomination or losing the nomination for president.

During a primary, citizens would enter designated areas in their town in which they would go vote for their candidate. During the voting process, each voter has to be registered.

A caucus is a similar, yet different process than a primary. During a caucus voters for each party would go to their designated spots. One room would be democratic and the other would be republican. During this event the room would be divided into the number of candidates in each party. From there, the voters would have to choose a side to demonstrate who they want as their candidate. If a group for a candidate is small and does not meet the requirements for a delegate, then voters for the other candidates must persuade those votes to vote for the candidate that has a majority.

Both primaries and caucuses are either open or closed elections. During an open primary or caucus, voters can go for either party and vote for the candidate that they want to see as the nominee. Open elections usually favor more independent and nonpartisan voters because it allows them to vote for candidates on the opposite party. For example, a democratic voter can go and vote for a republican candidate or vice versa.

A closed primary or caucus is different from an open primary or caucus. During a closed primary or caucus, voters have to vote for those in their political party. Closed elections favor partisan voters and not independent or nonpartisan voters. During a closed election voters vote for the candidate in their designated voting preferences.

By Pablo Araya-Chacon
Senior Reporter
Understanding the US Primaries

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A delegate is a member of the House of Delegates in which they are pledged to represent the candidate that the state votes for. In order to win a delegate on the Democratic side, the candidate must win 15 percent or more of the vote. While the Republican side does not have the requirement to win a total of delegates, some states are electing candidates from either party if they have a 40 percent vote in favor of them. At the end of the primaries and caucuses, the candidate with the majority of delegates are usually elected as the Presidential nominee.

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A caucus is a similar, yet different process than a primary. During a caucus, voters for each party would go to their designated spots. One room would be democratic and the other would be republican. During this event, voters would have to choose a candidate. If a group for a candidate is small and does not meet the requirements for a delegate, then voters for the other candidates must persuade those voters to vote for the candidate that has a majority.

Both primaries and caucuses are either open or closed elections. During an open primary or caucus, voters can go for either party and vote for the candidate that they want to see as the nominee. Open elections usually favor more independent and nonpartisan voters to go because an open election allows them to vote for candidates on the opposite party. For example, a democratic voter can go and vote for a republican candidate or vice versa.

A closed primary or caucus is different from an open primary or caucus. During a closed primary or caucus, voters have to vote for those in their political party. Closed elections favor partisan voters and not independent or nonpartisan voters. During a closed election, voters vote for the candidate in their designated voting preferences.

So Why are elections important?
Elections are important because they are the ones that determine who would represent the country or state. Elections help us vote into office new presidents, governors, senators, and congressmen/women. Elections help us, the people of the United States, vote for the right person.

Many people do not vote, and so many times you hear someone say why was that person elected. If just everyone went and voted we could have the right person in office. The ones that could offer a change and the ones that could make a difference to this nation.
Dr. Wang has faced some difficulties throughout the year. Change has been one of the biggest difficulties she has had to overcome. “People are often reluctant to change some people are downright not willing to change.”

Along with technological advancements, money has been invested in a full-time security supervisor for the evening and weekends. “We didn’t have one before we only had part-time security and now we’re going to have full-time and that gives the college a better protection for all the people here.” Dr. Wang tells THE VOICE.

Partnerships with other colleges have also been formed to create more opportunities for the students. Recently an agreement had been signed with Fairleigh Dickinson so that students who graduate from Mercer can attend school at Fairleigh Dickinson and receive a 40% discount there. “I think the partnership with Fairleigh Dickinson is a beautiful experience. To be themselves, to build on their strengths and to follow their dreams.”

How did you develop the Superhero concept for the Dare to Dream conference? Professor Willner: I came up with the subject because it was our theme from the fall semester’s class and it seemed to suit everyone in the program. Everyone could relate to a superhero whether it was a comic hero or a real live person. I liked how they were able to take their strengths, relate it to a specific superhero, and follow and build on the superhero that they admired.

Why is self-advocacy important for students? Professor Willner: Self-advocacy is very important for not just DREAM students but for all students because they need to be able to speak up for their needs and their wants and use self-discipline to actually reach their career and life goals. Actually being able to voice what they want because if they don’t other people are guiding them instead of people guiding themselves.

What does the Dare to Dream conference mean to you personally? Dr. Onaitis: The day of the Dare to Dream conference is one of my favorite days of the year. I am happy for our DREAM students, who have the opportunity to take leadership roles as they encourage, inspire and guide students in high school who are making important decisions about life after high school. I’m happy for the high school students who have the opportunity to connect with other students and learn about life options. When I’m at the conference I feel so fortunate to be surrounded by people who are really eager and interested in moving forward in the way they feel is best for them. It’s so meaningful to me; a beautiful, beautiful experience.
Does it pay to be a woman? Exploring the gender pay wage gap

In the past fifty years, women’s roles have changed in the current U.S. society. Most women are now working outside of the home and competing with men in the work force for equal pay. However, women are still making less than men in most professions.

One reason that there is such an inequality of pay is that men and women are not doing the same jobs. Men generally hold higher paying jobs because of the job type, job level, or type of industry. In most cases, women who have the same qualifications doing the same job are not making 21 per cent less than their male counterparts. But they are still not making equal pay.

There are many factors that may affect the gender wage gap. Most of the jobs that are in industry that are higher paid are dominated by men. Women are mostly working in jobs that pay less than jobs that are traditionally done by men.

Women have crossed the job barrier in recent years to move into higher paying jobs. However, women have made very little progress in some male dominated occupations like construction, CEOs of major companies, law enforcement, truck drivers, and politics to just name a few.

The gender wage gap increases as the worker climbs the corporate ladder. Generally, women do not move up as quickly as their male counterparts because they are not promoted as quickly. This is called the “Glass Ceiling” which means that there is an invisible barrier that prevents the qualified woman from advancing to a top position.

Another reason that there is a gender gap is because women have a responsibility at home called the second shift. Even with the advancements we have made towards equality, the household responsibilities are not shared equally.

The last factor that contributes to the gender wage gap is unconscious and outright discrimination. Sometimes employers have gender bias or prejudice that interferes with the advancement of the employee.

When actually comparing men and women who have the same education and are doing the same job, there is only a 2.7 per cent gender wage gap. This means that women are making 2.7 per cent less than a man is making and they are doing the same thing. The margin is a lot smaller than the 21 per cent gender wage gap, but it is still a big problem.

“If a young man and woman fresh out of college with the same degree walk into a large firm, typically, the man can get placed in a higher job wage jobs than the woman” says Heidi Hartmann, President of the Institute for Women’s Policy Research. This is unfair since both candidates are equally qualified.

According to the Chronicle of Higher Education, at Mercer County Community College, there is a 21 per cent gender wage gap between men and women. A male professor at the college earns approximately 10 per cent more than their female counterparts. As an Associate Professor, a man earns less than one per cent more. However, with promotion the discrepancy becomes more pronounced. For example, a male Associate Professor earns 6 percent more than her female colleague. When you look at the statistics for professors with similar experiences and qualifications, the National Center for Education Statistics states that male professors make 3.3 percent more than the female professor.

One professor who asked to be anonymous said “To the best of my knowledge, a gender gap does not exist at Mercer. ” She continued, “However, I will say that a wage gap exists for part time employees. Full time employees receive annual increase and all benefits. Part time employees do not receive annual increases (it can be as long as six or seven years for pay scale increases and they are minimal at best).

When asked if he had any knowledge on the gender wage gap at Mercer County Community College, Dr. Mark Jurcisin, Professor of Music, said “If it is true, it is horrible. It surprises me.”

“Coming from the public school district, where it is based on seniority, it would seem in this day and age that men and women should be paid equally for the same job” says Deborah Scherholz, former MCCC adjunct Math faculty member. “It surprises me that they are not paid the same.”

On Monday, March 14, the New Jersey Assembly passed a bill to close the wage gap between men and women. This bill will make it illegal for employers to pay people of different race and genders different wages for doing the same job. This bill is similar to the “Lilly Ledbetter Fair Pay Act” which is a federal act regarding filing an equal pay lawsuit against your employer for pay discrimination.

The governor has vetoed bills that have crossed his desk in the past that are similar to this one; including one in 2014. Governor Christie has made no comment on this bill, but while campaigning in New Hampshire, he did remark to a woman that her paycheck should be equal to a man’s.

A second bill is still sitting on the governor’s desk waiting to be passed or vetoed.
The Kelsey Review is the Mercer County area’s literary magazine. We publish the work of area writers and artists annually each fall.

The Kelsey Review, Liberal Arts Division
Mercer County Community College
PO Box 17202, Trenton, NJ 08690

SHORT FICTION, POETRY, ESSAYS (ON ANY SUBJECT) AND BLACK & WHITE DRAWINGS ARE BEING SOLICITED FOR KELSEY REVIEW 2016.

Deadline: May 31st, 2016

Short Fiction
maximum length: 4,000 words

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no more than six pages

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Electronic Submissions: please submit your work using our electronic submission system.
Submitable [https://kelseyreview.submittable.com/submit](https://kelseyreview.submittable.com/submit)

Thanks,
Capricorn
Dec. 22 - Jan. 19
Keep it up! All the hard work you’ve been doing on that project will finally pay off this month.

Aquarius
Jan. 20 - Feb. 18
Opportunity will knock on your door this month. Make sure you’re ready to answer and keep at the chance.

Pisces
Mar. 21 - Apr. 19
Stressful times lie ahead. Keep your friends close and you’ll make it through.

Taurus
Apr. 20 - May 20
The spring weather will bring new beginnings and a new friendship for you.

Gemini
May 21 - Jun. 20
You will approach a fork in the road this month. Choose the path you know it right.

Cancer
Jun. 21 - Jul. 22
April showers bring May flowers! Work hard this month and you’ll see your rewards bloom next month.

Leo
Jul. 23 - Aug. 22
Fall back, Spring ahead. Now is the time to make that change you’ve been contemplating.

Virgo
Aug. 23 - Sept. 22
Daylight saving means losing more than just one hour of sleep for you. Stock up on coffee.

Libra
Sept. 23 - Oct. 22
Out with the old; in with the new. A little Spring cleaning should help you focus on new challenges which lie ahead.

Scorpio
Oct. 23 - Nov. 21
April showers bring May flowers! Work hard this month and you’ll see your rewards bloom next month.

Sagittarius
Nov. 22 - Dec. 21
The spring weather will bring new beginnings and a new friendship for you.

Get Fuzzy

Love is in the air. A secret admirer will make himself/herself known to you this month.

Just 4 FUN horoscopes