



MANY VOICES, ONE CALL – The Strategic Plan to 2026

## President's Report

October 21, 2024

### PROMOTING DIVERSITY, EQUITY, AND INCLUSION

#### Office of Diversity and Inclusion

Catia Laird de Polanco, Chief Diversity Officer, and Jacquie Keleher, Director of Library Services, partnered to launch *Books Beyond Borders*, a new heritage, awareness, and recognition month book group for SUNY Schenectady students and employees. The Begley Library will acquire a copy of each month's selected text, and Todd Schworm, Store Manager of the College Store, has agreed to pilot carrying copies in the College Store. The Office of Diversity & Inclusion will provide a limited number of free books to registered students on a first-come first-served basis. The first two *Books Beyond Borders* reads are "The Forest of Enchantments" by Chitra Banerjee Divakaruni for Hindu Heritage Month in October and "There There" by Tommy Orange for Native American Heritage Month in November.

On September 4, 2024, Catia Laird de Polanco, Chief Diversity Officer, facilitated a Digital Inclusion Professional Learning Series hybrid session titled "Brightspace Accessibility Fundamentals" at SUNY Schenectady.

On September 12, 2024, Catia Laird de Polanco, Chief Diversity Officer, attended the Capital Region Chamber's annual DEI Summit in Albany, NY.

On September 17, 2024, Catia Laird de Polanco, Chief Diversity Officer, attended a webinar titled "Unlearning Silence: Creating Connection & Community" offered by Aiko Bethea, Esq., RARE Coaching & Consulting, and Elaine Lin Hering, author of *Unlearning Silence*. The session explored the role of intersectional identities and personal perspectives on the perpetuation of learned silence, access to opportunities and community, the norms that influence silence, and connecting with one's voice in the workplace.

In September 2024, Catia Laird de Polanco, Chief Diversity Officer, consulted with the SGA Intercultural Affairs Committee on activities for Indigenous Peoples' Day.

On September 25, 2024, Catia Laird de Polanco, Chief Diversity Officer, facilitated a Digital Inclusion Professional Learning Series hybrid session titled "Microsoft Word Accessibility Fundamentals" at SUNY Schenectady.

Catia Laird de Polanco, Chief Diversity Officer, completed the following Vector trainings as part of her review of Vector's Diversity, Inclusion, and Belonging training libraries:

- "Becoming an Ally: Part 1"
- "Becoming an Ally: Part 2"
- "The Influence of Unconscious Bias in Decision Making: Employees and Managers"
- "Making Campus Safe and Inclusive for Transgender Students"
- "Building an Antiracist Culture in Your Organization"
- "Supporting Students of Color at Predominantly White Institutions"
- "Diversity, Equity and Inclusion (DEI) Practices: Staff-to-Staff"
- "Engagement with Diversity (Faculty and Staff)"
- "Cultural Appropriation vs. Appreciation"
- "Personal Skills for a Diverse Campus (Faculty and Staff): Refresher"

### Academic Affairs

- C-STEP welcomed 42 returning C-STEP students and 23 new applicants this Fall. The NYSED enrollment goal for the grant is 62 students. With a starting total of 65 students, this has already been exceeded! Student enrollment and acceptance is ongoing so this number is expected to increase.
- Lorena Harris, Assistant Professor of Biology, has accepted the invitation to be an ambassador for the Teen Science Café Network. Funded by the National Science Foundation, her goals as an ambassador are to support and facilitate informal STEAM learning. Additionally, she was invited to join the Moonshot Technovation Ambassador Program, with the goal of encouraging women and girls to study technology and learn AI fundamentals and tools.
- Career & Transfer Services staff worked with ASAP, TRIO, EOP, and CSTEP to plan a series of fall workshops to help students meet their professional development needs and increase access to career development resources.
- Dawn Jones, Director of Career and Transfer Services, began recruiting for the Empire State Service Corps which will provide 5 paid service positions for SUNY Schenectady students.
- David Wolf, Director of Instructional Design and Online Learning assisted Michelle Garretson, Assistant Professor of Psychology to provide live captioning to her in-class lectures in order to assist a student who has hearing issues. Afterwards, he collaborated with April Snow, Chief Information Officer and Susanna Adams, Coordinator of ADA Transition services to quickly install a suitable microphone in the teacher stations that would allow lectures using MS 365 Powerpoint presentations to provide live captioning.
- On September 23, Grammy-award winning reggae band Steel Pulse and acclaimed sound engineer Errol Brown visited the School of Music to record in the Vianna-Brignola Recording Studio. Sten Isachsen, Associate Professor in the School of Music, touring musician and well-known audio engineer, supervised the recording session, with assistance from Music Audio Technology and Digital Music & Beat Production students.
- The Rise Art Gallery hosted a new exhibition entitled "Unconfined" organized by Stephen Tyson, the Gallery Curator and Director. He is involved in two upcoming regional exhibitions including "Tag, You're It" at the Opalka Gallery in December, and "Up to Us: Black Dimensions in Art" at the Tang Gallery of Skidmore College.
- LPP staff have been busy this September attending meetings and events at local schools to provide information about LPP services and referral forms for LPP programs. On September 3, Margaret White, LPP School Counselor and Melanie Uebele, LPP Program Administrator

attended the Freshman Orientation at Schenectady High School to meet with students and families and on September 17, Margaret White, Charity Roulo, LPP Assistant Director and Carly Denué, LPP Program Coordinator attended all grade level team meetings at Mont Pleasant Middle School to meet with teachers, then returned the next day to meet with social workers, counselors, and support staff to share information and discuss strategies for serving students.

- As part of ongoing efforts to focus on building an increasingly diverse and inclusive campus community, Michael Henderson, Director of EOP and Tiffany Wilson, EOP Success Coach attended a “Cultural Awareness and Humility to Effect Change in Higher Education” presentation hosted by the SUNY Associate Vice Chancellor for Executive Recruitment and Leadership Development, Zulaika Rodriguez-Awoliyi. The panel discussion centered around how to navigate cultural differences and foster effective, inclusive interactions with students from diverse cultural backgrounds.

### Strategic Initiatives and Planning

- The Office of Admissions in collaboration with Capital District Counselor Association (CDCA), the organization of local school and college counselors, coordinated to host 43 college fairs at local school districts from Monday, September 16, 2024 through Friday, September 27, 2024. A focus of the itinerary was supporting underserved and under-resourced districts’ juniors and seniors to ensure their inclusion in college planning programming
- Kevin Rivenburg, Director of Admissions and Matriculated Enrollment, met with Jessica Gilbert, Dean of Learner Support; Michael Henderson, Director of EOP; and Tiffany Wilson EOP Success Coach, to share his expertise in planning the recruitment, communication, and application process for the 2025-2026 academic year for EOP students with a focus on identifying best-fit students, student-centric communications, consolidation of record keeping in Slate, and considering Slate data across the student life cycle and academic record for improved outcomes and efficiency .
- The ASAP Office hosted four in-person ASAP student orientations with approximately 75% of ASAP students attending the in-person events so far .
- Based upon the strong performance of the ASAP program, SUNY System asked the program to accept ten additional students. In total the ASAP program has 124 new students for the Fall 2024 semester, bringing the total enrollment for the program to 160 students

### Schenectady College and Career Outreach Center

- Ms. Elizabeth Cowan, Participant Services Specialist presented educational pathways workshops to students in Washington Irving Educational Center’s adult GED and ESL classes.
- SCCOC staff attended Hamilton Elementary School’s Rock the Block event to engage with their school families to provide information and access to the Center’s services.
- Ms. Elizabeth Cowan attended Schenectady High Schools Back to School Night to engage with their school families to provide information and access to the Center’s services.
- SCCOC staff conducted outreach at Scotia Glenville’s Fresh Table food pantry.

## DELIVERING A MEANINGFUL STUDENT EXPERIENCE

### Academic Affairs

- Throughout the month, ECHS staff and Schenectady County School District school counselors presented on-campus student success and college planning workshops for 11<sup>th</sup> and 12<sup>th</sup> graders and at Center City for students in 9<sup>th</sup> and 10<sup>th</sup> grade.
- On September 6, Dr. Laurie Lacey, Professor of Mathematics met with Tony DeFranco, Director of Operations for SUNY OER Services to discuss how SUNY can utilize and expand the usage of Lumen and LibreTexts to make higher level mathematics more accessible to students throughout the SUNY system.
- Under the direction of Dr. Eric Savage, Director of Aviation Programs, the Aviation Sciences A.S. and Air Traffic Control A.A.S. programs hosted the first ever Alumni Open House event at Center City. It was a resounding success and current students were able to meet and network with Alumni employed by all major airlines and several government agencies.
- On September 5 and 9, Professor Babette Faehmel and Jacquie Keleher, Director of Library Services, hosted open student roundtables to discuss student use and experience with Artificial Intelligence (AI). Both sessions were well attended and key takeaways were shared at the September Academic Senate meeting.
- On September 10 and 11, Jacquie Keleher, Director of Library Services, and Professor Babette Faehmel participated in Academic Honesty Workshops hosted by the Early College High School program, where they addressed the weaponization of plagiarism and the use of Artificial Intelligence in this context.
- On September 12 and 13, Ingrid O’Connell, Professor of Hospitality brought three SUNY Schenectady Hospitality & Tourism Management students to the NYSTIA Annual meeting, held in Saratoga Springs. Lydia Hulbert, 2<sup>nd</sup> year Tourism student interned with NYSTIA this summer and fall and assisted with the coordination and implementation of the event. They were joined by Niagara University sophomore Colin Kennedy, who is also studying Hospitality and Tourism Management. While there, they were introduced to numerous hospitality professionals, attended a variety of education sessions and also had a tour of the Saratoga Heritage Area Visitor’s Center with SUNY Schenectady alum, Karen Verrigni, the Center’s Director.
- The School of Music partnered with “A Place for Jazz” to host several musicians and offer masterclasses on Jazz Combos. Adjuncts Brian Patneaude, Dylan Canterbury and Thomas Gerbino performed in concerts open to the public joining Warren Wolf and Joe Locke as well as the Tim Olsen Big Band.
- On September 3 and 4, TRIO staff held an Open House for more than 65 students new to the program this fall. They met with students, onboarded them and introduced them to the TRIO space. Mary Silvestri, TRIO Director and Maura Davis, TRIO Academic Specialist also visited classrooms to inform students about TRIO Student Support Services which provided an opportunity for them to answer students’ questions about other support services offered on campus.
- Michelle Ragucci, Director of Academic Services and Susanna Adams, Coordinator of ADA Transition Services, hosted a Testing Center Open House for students registered with the Office of ADA Transition Services. Students had the opportunity to meet staff, learn about exam procedures, and grab a student success kit to help them start their semester strong.

### Strategic Initiatives and Planning

- The ASAP Executive Director, Kevin Dean, and Director of Admissions and Matriculated Enrollment, Kevin Rivenburg, met weekly in September to discuss and plan for ASAP recruitment and enrollment. The admissions office is integral in recruiting and the team was able to recruit an additional 10 students to the program. The ASAP program has been mentioned multiple times by SUNY System as a premiere program in multiple metric areas .
- The ASAP program had 374 student contacts since the semester started with 160 students in the program. 91% of the students had an in person contact and a second meaningful contact with the ASAP office during the month .

### Schenectady College and Career Outreach Center

- On September 5, 2024, SCCOC, in partnership with Schenectady County Connects and Department of Labor, hosted a community job fair at Center City. Over 100 job seekers attended the fair and had the opportunity to meet in person with 42 employers to discuss employment opportunities.

### Student Affairs

#### Student Activities/SGA:

##### **Event Overview:**

On October 2nd, the Student Activities Office, in partnership with the Student Activities Board (SAB), hosted the annual Harvest Festival, celebrating the arrival of autumn with the campus community. The event took place from 11:00 AM to 2:30 PM on the campus quad and drew over 200 students, faculty, and staff members.

##### **Volunteers and Participation:**

The event was made possible through the support of numerous volunteers, including students from the clubs, college staff, and faculty who generously gave their time to help manage tables, lead activities, and engage attendees. Their dedication played a key role in the success of the festival, ensuring a lively and well-coordinated experience for all participants.

##### **Event Highlights:**

- **Food and Drinks:** A variety of autumn-inspired food and beverages were available, including seasonal favorites like cider, donuts, and baked goods.
- **Games and Activities:** Attendees had the opportunity to participate in a range of activities, such as new collective games, pumpkin painting, and a fall-themed activity. These activities were facilitated by volunteers, and they served to promote engagement and interaction among the campus community.
- **Community Engagement:** The festival provided an excellent platform for students, staff, and faculty to connect and celebrate together. It also showcased the collaborative spirit of the College, with different campus groups coming together to support the event.

##### **Outcomes and Feedback:**

The Harvest Festival was a great success, with over 200 attendees enjoying the festivities. The

involvement of student volunteers, in particular, highlighted the leadership and teamwork fostered by the Student Activities Board. Feedback from attendees was overwhelmingly positive, with many appreciating the sense of community and the variety of activities offered.

**Acknowledgments:**

A special thank you to the Student Activities Board, faculty, and staff volunteers who dedicated their time and effort to make this event a memorable one for the campus community. Their contributions were invaluable to the smooth execution and success of the festival.

Wellness and Support Services:

- Food Pantry data shows the following increases in comparisons to last fall 2023.
  - 40% increase in Pantry visitors
  - 56% increase in the number of people fed
  - 36% increase in Pantry visits

The College was a fortunate recipient of a grant from the Schenectady Foundation which allowed for the purchase and installation of 16 refrigerated food lockers for food pantry orders picked up after hours. Karen Smith has also moved from part-time Food pantry Coordinator to Full-Time and is managing the Student Emergency Fund.

Financial Aid:

As previously reported, the 2024-25 FAFSA rollout encountered several challenges this year. As of October 1, 2024, the FAFSA completion rate was at 96% of the previous year, with 2,365 applications received compared to 2,465 by the same date last year. As we approached the fall term, the financial aid office focused efforts on ensuring registered students complete the FAFSA, leading to an increase in completion rates for matriculated students—79.1% of fall 2024 matriculated students completed FAFSA as compared to 76.4% in fall 2023. With October 1 now behind us, we now begin our path towards the 2025-26 FAFSA implementation. The new application opens on December 1, and the financial aid office is preparing for its launch by working on configuring Banner to process the applications and developing a comprehensive communication strategy to ensure students are informed.

Workforce Development

On 9/10/24, WFDCE welcomed 7 new apprentices under the Police Officer title to a signing ceremony that includes NYSDOL, SUNY and the Schenectady Police Department and is the first group sponsorship for a Community College in New York State.

On 9/13/24, Michelle Kraines, Lauren Lankau and Sarah Wilson-Sparrow met with the Niskayuna Police Department to begin the process of becoming a signatory under the Police Officer Group Sponsorship.

On 9/20/24, Michelle Kraines and Lauren Lankau met with the Council for Children and Families (CCF) to discuss their intention to become a group sponsor for Childcare Assistant and piloting the program at SUNY Schenectady using the CDA microcredential.

### Information Technology Services

- **Report** – First 3 weeks of classes
  - The first weeks of classes is usually an extremely stressful and busy time and due to one less person even more so.
  - This year saw 1014 help tickets created a noticeable increase from 846 for the same period last year.
  - The helpdesk currently has 356 remaining open for the 2 helpdesk staff.
  - Well done IT staff!

### Development Office

- The Foundation continues to organize and participate in Panera donation pick-ups each Monday.
- The refrigerated lockers for the Food Pantry are here! A ribbon cutting will be scheduled in November, once the custom wrap is installed.
- Two students provided a campus tour for our retirees.
- The new Rising Together website is live: <https://sunysccc.edu/Alumni-Give/Rising-Together.html>
- Vice President and Stewardship Officer Liuzzi are active Middle States participants.

## BUILDING ORGANIZATIONAL EFFECTIVENESS

### Office of Diversity and Inclusion

On September 4, 6, and 12, 2024, Catia Laird de Polanco, Chief Diversity Officer, facilitated First Amendment Support Team (FAST) training of twelve nominees who volunteered to serve as FAST Coordinators.

FAST Coordinators began working on a [Free Speech on Campus webpage](#) to communicate the College's commitment to free speech and civil dialogue, to clarify the College's reporting procedures regarding discrimination, and to highlight policies and expectations pertaining to expressive activity.

On September 6, 2024, Catia Laird de Polanco, Chief Diversity Officer, held a DEI Dialogues Series session to discuss SUNY's recent civil discourse updates, the College's newly created First Amendment Support Team, and how both initiatives support diversity, equity, inclusion, and belonging.

Catia Laird de Polanco, Chief Diversity Officer, accepted a nomination to participate in a SUNY Digital Learning Environment Group to review a System-side LMS tool.

### Academic Affairs

- Michelle Ragucci, Director of Academic Services, designed and launched a Starfish kiosk for students utilizing services within the Testing Center. Not only will this more accurately track current students and link their activity to their Starfish account, it also allows prospective students taking the ATB/placement exam to log-in and track this usage. This is in line with other student support offices and improves data accuracy, collaboration, and student follow-up.
- Dawn Jones, Director of Career and Transfer Services has implemented several new initiatives to provide funding for paid opportunities for students on campus and has developed best practices for requesting funding for internships.
- College in the High School registration began on September 12, 2024 and Constituo workflows established for registration from Slate to Banner are now working as intended. Lauren Gallo, Director of College and High School Partnerships is working closely with Division Deans and administration from each participating high school to establish more accountability and adherence to credit bearing course requirements and the expectations set forth by Academic Affairs.
- Mitzi Espinola, Director of Academic Advisement and Retention and Mark Bessette, Assistant Dean of Financial Aid met with the academic advisors to discuss student outreach utilizing Starfish flags and newly implemented Student surveys in Brightspace as part of the College's retention plan. They introduced the newly updated Argos Dashboard which now has all relevant student information in one location.
- Anna Westerman, Academic Advisor II/ VA Certifying Official has been extremely busy this month as she attended a series of meetings on a broad spectrum of topics affecting Veterans. She met with Dr. Eric Savage, Director of Aviation programs to discuss VA benefits available for Aviation students, as well as Marissa Daigle, Bursar and Kevin Rivenburg, Director of Admissions to discuss Student Business office processes and VA Benefit processes. She also participated in the Admissions Update for Recruitment/Open House Season with Dawn Jones, Director of Career and Transfer Services to exchange ideas about how Career and Transfer Services can best support veterans.



## Strategic Initiatives and Planning

- Dale Miller, Director of Institutional Research, submitted three SUNY Systems reports, one federal IPEDS report, and three New York Department of Education reports. Mr. Miller provided data for the following projects: evaluation of Achieving the Dream Leader College Leah Meyer Austin data to the team's review and discussion, EOP enrollment data, fall enrollment data for a media inquiry, gathered data for ASAP reporting, and cross-checked students in New Student Orientation with their enrollment status .
- Kevin Rivenburg, Director of Admissions and Matriculated Enrollment, attended the SUNY Directors Meeting, including directors of enrollment/admissions, financial aid, and EOP from across SUNY four-year colleges and Community Colleges). System-wide enrollment trends, tools, and best practices were shared as a wrap up for the fall 2024 cycle and in planning for the next academic year. Subsequently, Mr. Rivenburg engaged with colleagues to take advantage of resources shared in the meeting, including the import the state-wide high school counselor lead list into Slate (including over 2,500 contacts for communication campaigns) and scheduled follow up meetings with UAlbany colleagues to move forward on steps to for dual admissions programs and discussions of articulation agreements. Both Academic and Student Affairs will be drawn into these discussions to support a successful process.
- Dr. David Clickner, Vice President for Strategic Initiatives & Planning, and Dr. Mark Meachem, Vice President for Academic Affairs attended the Achieving the Dream Data Analytics Summit. The Summit focused on exploring the intersection of AI, data, socio-economic mobility, and labor market needs. This included sessions related to AI in higher education, paths to economic and social mobility as they related to next-generation metrics, the relevance of programs and credentials in today's dynamic labor market landscape, and relationships between workforce outcomes and communities.
- The Office of Admissions planned its fall recruitment travel season, including confirming participation in over 80 daytime and evening college fairs, career programs, and instant admissions events occurring from September through November. To determine the enrollment impact of recruitment, Slate data was pulled for the 2023-2024 school year of student inquiries, event attendees, applications, and course registration to correlate recruitment activities to return on investment. College fair invitations were graphed geographically and linearly across these data points to determine the events, schools, and activities that best align with enrollment to focus the investment of recruitment resources.
- Kevin Rivenburg, Director of Admissions and Matriculated Enrollment, coordinated Admissions departmental training meetings across student-facing divisions to support effective student recruitment. Meetings were held with each academic Dean as well as with Financial Aid, Student Business Office, Advisement, Library, Library/Academic Success, Student Affairs, EOP/ASAP/TRIO. Topics included identifying key offerings and benefits of each department from students' perspectives, sharing success stories to tell prospective students, and identifying key influencers and support networks to shape outreach and networking. The meetings also included planning and identifying specific Open House content for engagement with participants to support the enrollment impact of the Saturday, November 16, 2024, Open House.
- Kevin Rivenburg, Director of Admissions and Matriculated Enrollment, and Anna Sherman, Admissions Advisor, met with Dr. Christopher Brellocks, Dean of the School of Music, to optimize the use of Slate in the School of Music's fall programming and distribution list in Slate. Music events were built using specific Slate functionality to build out automations for invitations, confirmations, and reminders via email and SMS that include embedded directions and click-to-call and click-to-email responses. Registration forms will now create new contact records of event participants (both students and faculty/community members) directly in Slate

for efficient management of future communications to support enrollment and School of Music programming.

- The ASAP Executive Director, Kevin Dean, worked as member of the Academic Student Services team in preparation for fall summer programming, making updates on *My Survey to Success*, and working with colleagues on workshops collaboration.
- The ASAP Executive Director, Kevin Dean, continues his work as a member of the team working with Starfish. Kevin's efforts focus on collaborating with Mary Silvestri, Director of TRIO, on Starfish administration and planning as a member of the full team to reimagine Starfish for its most effective use in supporting student success.

### Development Office

**The Foundation continues to work to refine the scholarship program to maximize funding available to support the student experience.**

- The Foundation is helping with *Purple Cupcake Day* to fund a scholarship in support of students who have or care for someone with Epilepsy.
- Stewardship Officer is helping to plan the Jackie Baldwin Scholarship Fundraiser being held in the Van Curler Room in November.

### Human Resources

We continued to provide Wednesday Wellbeing messages. For the month of September, these messages included:

- 9/4 – RUOK and Suicide Prevention – Psychological Wellbeing
- 9/11 – 9/11 Day of Service and Remembrance – Emotional and Social Wellbeing
- 9/18 – Fall Outdoor activities – Physical and Social Wellbeing
- 9/25 – National Public Lands Day - Environmental Wellbeing
- 10/4- Walktober Challenge – Physical Wellbeing

We onboarded 3 new employees, and 4 student workers in the month of September.

We presented Wellbeing to a group Professor Farron's first year seminar students.

We are planning for an Employee Benefits fair in early November. This is the first on-site benefits fair that we have held in several years.

We currently have fourteen open searches which consist of two faculty, seven Civil Service, and five Professional positions.

### Workforce Development

On 9/26/24, Lauren Lankau and Sarah Wilson-Sparrow attended the Workforce Development Board Coalition meeting at the Center for Economic Growth.

## Information Technology Services

- **In Progress** – Cyber Security
  - Successful pilot project for a text-to-speech annunciator to deliver auditory alert messages in public areas. This system will integrate our Computer Alertus, voicemail, and emergency text messaging into audible notifications through speakers located across the campus.
  - The transition to Microsoft Multi-Factor Authentication (MFA) is complete.
  - Increased password security level to require 14 characters with special characters has begun. This will take 90 days to fully implement.
  - Implemented new feature of our phishing service, Password IQ,
    - Ensures that users do not use weak passwords, reuse passwords across multiple accounts, use non-expiring passwords, or employ passwords that are unencrypted or missing.
  - Update the login policy to restrict access to Microsoft systems, allowing only logins from users located within the United States, Canada, and Zambia. All other countries are blocked from accessing the system.
- **Complete** – Student Service Center in Stockade.
  - Completed the move of all equipment and configurations for the new Student Service Center in Stockade.
- **In Progress** – Banner Self Service continued improvement.
  - Banner Self Service 9 was customized with SCCC branding which replaced the existing Ellucian branding.
- **In Progress** – Faculty Leave and Compensation module
  - Recently started exploring Banner Faculty Leave and Compensation (FLAC) module.
  - This should make managing faculty payroll and tracking far more efficient. This project will take some time before full implementation.
- **In Progress** – Began project to replace aging integration for computer account creation from Banner to our network systems.
  - This will replace an antiquated system and resolve several ongoing issues impacting multiple systems for the college.

## Administration

Work on the Elston Hall Lobby & Lally Mohawk Rooms continued during September and October. Our contractors demolished the old Safety/Security Office, former front desk and working space to open up the lobby to its original footprint. An old air handler was removed that required asbestos abatement. Upon opening the space, it was determined one of the large front windows required sash and muntin restoration. Estimates to complete that work are in process.

Work continued on replacement of the third floor Elston Hall Greenhouse. The new roof was installed with the outside walls. Enclosure of the space from the elements will continue through October. The large “SUNY Schenectady” sign facing the quad was ordered. Anticipated completion date is late October 2024.

Sealing of the settling cracks in Elston Hall's basement masonry continued. Extensive wall repair in the utility hallway between the loading dock and the maintenance storage areas was completed. This project will continue through October.

Engineering analysis of the Begley Hall basement continued. Next steps include core sampling of the concrete floor to conduct a petrographic, water soluble and compressive testing of the concrete. This work will lead to development of the plan forward to remedy the floor deterioration and settling concerns.

Capital projects to renovate the skylights, windows and the cafeteria area were combined to support bids received to begin this work. By combining this work, the job was made more attractive to potential contractors. Architectural renderings and drawings for renovation to the CST lobby and bathroom areas were approved. This project will go out to bid during October.

Business Hyflex classroom was painted, new carpet installed, furniture ordered and technology components were pending delivery. We anticipate completion of this project in time for the Spring 2025 semester.

The college's new two-way radio system used by Safety and Facilities arrived. New radios and repeater components are stronger and clear compared to the old system. New radios were distributed in early October to key staff persons, security and facilities.

Key staff persons and consultants continued progress on renovations to the Taylor Auditorium stage, audio, and lighting systems. The stage "fly" system was evaluated for replacement. The team selected audio and lighting components that would update the space and make the auditorium state of the art for music productions, music presentations and other uses.

Work continued on the Aquatic Center project. Revised property acquisition resolutions to acquire the 14 properties needed to site the Center were approved by the college's Board of Trustees and the County Legislature. These documents together with an academic plan for use of the Aquatic facility were finalized and forwarded to the SUNY Board of Trustees for consideration on October 22, 2024. Administration completed data mining and refinement of a list of individuals whose personal information was compromised in a recent e-mail hacking breach. Of 9,500 records identified, 820 required individual notification and provision of credit monitoring services. To date, eight impacted individuals have taken advantage of the credit monitoring services.

### Marketing and Public Relations

Marketing and Campus Events partnered with SUNY Schenectady Office of Workforce Development and Community Education, the Department of Labor (DOL), and SUNY leadership to host a press event in the Carl B. Taylor Auditorium celebrating the MOU signing of seven police recruits for the New York State Police Officer Apprenticeship Program. Speakers for the event included Sarah Wilson Sparrow, Vice President for Workforce Development and Community Education; Dr. Steady Moono, President; SUNY Chancellor John B. King; Eric Clifford, Schenectady Police Chief; and Roberta Reardon, Commissioner of the New York State Department of Labor. The Color Guard was provided by the Schenectady Police Department, and the Session 78 Zone 5 recruits and instructors were present, along with local officials and college community supporters. Media coverage on-site included CBS-6, WAMC, and Spectrum News. The Spectrum News packet was broadcast state-wide in all Spectrum markets.

## ENSURING FINANCIAL SUSTAINABILITY AND SELF-SUFFICIENCY

### Academic Affairs

- Dr. Hope Sasway, Dean of MSTH is working with county officials to research quotes for state-of-the-art laboratory and audio-visual equipment for the upcoming improvements to the Chemistry Laboratory.
- Dr. Mark Meachem, Vice President for Academic Affairs and Dr. Hope Sasway, Dean MSTH are collaborating with Workforce Development regarding a Green Workforce grant that will tie into the re-shaping of our Alternative Energy A.A.S. degree.

### Administration

Fall 2024 Chargeback invoices to non-sponsoring counties were submitted for payment. Our 2024-25 Chargeback rate is \$3,880 per full-time out of sponsoring county student.

### Information Technology Services

#### **In Progress** – Cyber Security

- The transition to Microsoft Multi-Factor Authentication (MFA) is currently underway. This marks the initial phase of migrating away from our costly Single Sign-On system. Over the next month, we will extend this migration to encompass all login connections.
- As part of this overarching project, a new portal was implemented over the summer, leveraging our existing SharePoint system. This portal serves as an interim solution until we can fully deploy a more comprehensive system tailored to individual user needs and communication preferences.

#### **Complete** – Ethos configuration for AdAstra

- The IT team has successfully completed over 100 connections to enable AdAstra to function as expected. This endeavor took over 100-man hours to complete. The academic team is currently undergoing training on the new system, while IT continues to adjust as any issues arise.

### Development Office

#### **The Foundation continuously builds and draws upon the strength of the Foundation Board members as advocates for the College:**

- Board member Lyle Woods arranged for SUNY Schenectady to benefit from *Turf Cares* (see attached flyer) which contributes 25% of gift shop revenues each month. Proceeds in October will benefit the Food Pantry Thanksgiving program.
- Board member, Michelle Carr placed news of our campaign launch in [Mayor McCarthy's weekly newsletter](#)! We hope to engage some new folks who subscribe to this.
- Board members have been advocates for Rising Together on social media and by soliciting their businesses.

- Several Board members attended the Chamber’s Schenectady Business Awards at the Foundation table.

**The Foundation is creating a bold, new, positive case for growing flexible funding to support our students:**

- The Foundation has received several new five-year commitments to the SUNY Schenectady Fund from Gleason, Dunn, Walsh and O’Shea and 1<sup>st</sup> National Bank.
- The Foundation received ten new employee gifts in response to the faculty/staff campaign.

**The Foundation is working to increase fundraising effectiveness to grow 5% annually by engaging alumni, businesses, and the community:**

**Engaging our alumni:**

- The Foundation organized and hosted a reunion of aviation graduates on September 14 at Center City with nearly 25 alumni in attendance.
- Vice President and Senior Stewardship Officer had a virtual chat with Josh Murphy along with Joe April to talk about the Rising Together Alumni Working Group
- Vice President and Joe April hosted Josh Murphy at Casola.
- LinkedIn gained 133 new followers with 228 page views and 119 unique visitors
- Senior Stewardship Officer delivered a box of treats from Pane e Dolci to James De La Fuente, alumni and journalist at News10 ABC who spoke at the campaign launch
- Fall Concert Schedule sent via email to 155 Music Affinity with a 40% open rate
- September Alumni Newsletter sent via email to 15,726 alumni with a 37% open rate

**Engaging our corporate and community supporters:**

- Senior Stewardship Officer attended the Rise Gallery Art Opening on September 5
- Vice President attended the Retiree luncheon in Casola on October 1
- The launch of Rising Together was attended by several key donors and prospects, opening the door for conversations about campaign support.
- Community Newsletter emailed to 1,296 community members with a 38% open rate.
- 15<sup>th</sup> Annual Chefs For Success invitation sent to 1,326 community members with a 46% open rate.
- Vice President presented with Robyn King and Trustee Brown about the Food Pantry at the NYCCT conference at the Saratoga Casino and was present when the alumni and innovation awards were presented to SUNY Schenectady.

**\*New Funds and Notable Gifts:**

\*Debra Schimpf Scholarship (SCAP) - \$5,000

\*Mary S. Greco Scholarship - \$5,000

\*Chris Meleco Scholarship - \$5,000

George Goldhoff '84 - \$10,000 for Student Opportunity Fund

Fenimore Asset Management Scholarship - \$10,000

1<sup>st</sup> National Bank - \$25,000

Marshall + Sterling - \$25,000

Gleason, Dunn, Walsh & O'Shea - \$12,500

## PRESIDENT'S OUTREACH



President Dr. Moono, along with Chancellor John B. King, Assemblyman Angelo Santabarbara, Department of Labor Commissioner Roberta Reardon, and Schenectady Police Chief Eric Clifford, stand behind police recruits as they sign on to the new apprenticeship program at SUNY Schenectady.



Dr. Moono, together with members of the Board of Trustees and the President's Council, pose for photos with guests from Zambia's National Institute of Public Administration (NIPA).