



MANY VOICES, ONE CALL – The Strategic Plan to 2026

PRESIDENT’S REPORT

November 17, 2025

THE CULTURE OF CARE AND SUCCESS

Academic Affairs

In October, Career & Transfer Services staff manned an Evening Student Support table for returning adults and other evening students to ensure equitable access to resources and information, hosted 5 Speed Networking Events for Intro to Hospitality and Human Services classes, held 9 class presentations and 2 campus workshops and ended the month with the Fall 2025 Transfer Fair which brought 30 partner colleges to campus.

Development Office

The Foundation hosted 55 alumni ranging from the Class of 1972 to the Class of 2024 for an all-class reunion.

Schenectady College and Career Outreach Center

Ms. Jaimee King, Executive Director of the Schenectady College and Career Outreach Center met with representatives from the NYS Workers’ Compensation Board to develop a partnership facilitating referrals of dislocated workers to the Center for education and employment assistance.

Staff from the Schenectady College and Career Outreach Center (SCCOC) attended several Schenectady City School District events to engage with families and promote awareness of the programs and services offered by the Center.

DELIVERING A MEANINGFUL STUDENT EXPERIENCE

Academic Affairs

On October 9, Disney Culinary Recruiter Chef Pauli Milotte visited our campus on a recruiting trip from Walt Disney World in Orlando, Florida. HCAT currently has six students attending the Disney Culinary Internship for this fall 2025 semester, and there will be three additional students attending in the Spring 2026 semester. SUNY Schenectady is one of only 30 schools in the United States to which Disney Recruiters come in person to recruit. (Gen P2)

The ATD Steering Committee and working groups have been diligently making progress on several goals including developing a webpage on the SUNY Schenectady website to share information about what ATD is and its new focus. You can view it here: [Achieving the Dream | SUNY Schenectady](#). Specific thank you to Jessica McHugh-Green and Catia Laird de Polanco for their time to make the webpage happen. The working groups have revamped the FYS Resource Fair and the response has been overwhelmingly positive. They also coordinated a Tuesday night Support Station for evening students and a workshop addressing salary negotiations for adult learners with Career & Transfer Services.

Information Technology Services

To enhance the quality of learning environments and ensure consistency across classrooms, we launched a campus-wide audit of current instructional technology setups. This initiative is part of a broader commitment to delivering a meaningful and equitable student experience, where every learning space is equipped to support modern teaching practices. The audit involves a detailed evaluation of hardware, software, connectivity, and usability across classrooms, labs, and collaborative spaces. By identifying disparities in equipment and functionality, we are uncovering opportunities to improve reliability, accessibility, and instructional impact. Ultimately, this initiative will create a more cohesive and future-ready learning environment. By investing in reliable, scalable, and student-centered technology infrastructure, we are reinforcing our commitment to academic excellence and positioning the institution to adapt to evolving instructional needs with confidence and agility.

Schenectady College and Career Outreach Center

Ms. Dara Oederu, Associate Executive Director of the Schenectady College and Career Outreach Center presented a series of self-exploration, career exploration and educational pathways workshops to over two hundred students at Cohoes High School.

Strategic Initiatives and Planning

The Office of Admissions hosted the annual SUNY Schenectady Fall Open House on Saturday, October 25, welcoming more than 300 guests, including 125 prospective students. Visitors explored program spotlights, interactive demonstrations, and tours across campus, including experiences in the Esports Arena, Mobile Classrooms, and Culinary Arts facilities. The event generated strong results, with 14 new student applications submitted and five students registering for New Student Orientation, reflecting strong engagement and continued interest in SUNY Schenectady's programs. Multiple offices from across the campus working to support this important enrollment effort (Pillar 2; 3.1).

Mary Silvestri, Director of Admissions and Matriculated Enrollment, and students from the SGA met to discuss how students can support and participate in the enrollment process. This collaborative effort will

include setting up regular meetings for students to share their perspectives and input on communications and best ways to outreach prospective students in the community (Pillar 2).

The Advising team completed pre-advising meetings with students in preparation for the Spring 2026 semester. In collaboration with the Registrar's Office, all pre-advised students had their schedules entered and processed on the first day of the Winter/Spring enrollment cycle, supporting advances in enrollment numbers year-over-year. Efforts continue with communications across campus directly to students from the team and postings on the REACH screens (2.1; 2.3; 2.5).

Mitzi Espinola, Director of Academic Advisement and Retention, and Anna Westerman, Assistant Director of Academic Advisement and Retention, and Mary Silvestri, Director of Admissions and Matriculated Enrollment, along with members of the Starfish team worked to create a faculty flag to alert advisors to students who may be struggling with courses at the mid-term point so that Advisors can outreach them specifically for support (2.1; 2.3; 3.1).

Student Affairs

Wellness and Support Services

Robyn Kingmet with members of the First Reformed Church in the Stockade, which has chosen the SUNY Schenectady Food Pantry as the focus of its annual Christmas Project. Food collected by the congregation will directly benefit students and strengthen the College's community partnerships.

Karen Smith, Food Pantry Coordinator and Robyn King co-hosted a webinar for over 100 PantrySoft clients nationwide. The presentation showcased the history and growth of the SUNY Schenectady Food Pantry and emphasized the role of data-driven storytelling in securing buy-in, donations, and grants. Their work continues to position the pantry as a national model for colleges expanding student food access programs.

Robyn and Steve Fragale met with Kyle Brody of Off Campus Technologies to explore a new application to help students find safe and affordable housing. This collaboration could enhance resources available through the College's Homelessness Liaison, supporting efforts to meet students' basic needs.

In partnership with Sean Mullen and Eric Fluty, Robyn co-presented "Domestic Violence 101," a program that provided an overview of interpersonal violence, its psychosocial effects, and strategies for assisting students and employees impacted by domestic violence.

Robyn participated in a national webinar hosted by The Hope Center, titled "The Impact of the One Big Beautiful Bill on Student Basic Needs." The session examined new federal policies and their implications for student well-being, helping ensure that SUNY Schenectady remains informed and aligned with best practices in supporting holistic student needs.

For the January 1, 2025-October 30, 2025 reporting period, the Food Pantry hosted 321 unduplicated visitors. 289 were students (90%) and 32 were employees (10%).

SGA/Student Activities

The **SGA/Student Activities Office** successfully hosted the **annual Harvest Fest**, a now-anticipated fall tradition on campus. Both the weather and turnout were excellent, with more than **200 students**

and staff in attendance. Guests enjoyed **fresh cider and apple-cider donuts**, along with food from **Plated Palette’s food truck**, featuring **chicken tenders and French fries**. The event also offered a **giant bounce house** and popular lawn games such as **Giant Connect 4** and **cornhole**. The **quad was decorated in full autumn spirit**, with **pumpkins, mums, and hay bales** that actually supported **three additional campus events—Chefs for Success, Open House, and the Transfer Fair**.

Workforce Development and Community Education

On October 2, 2025, Lauren Lankau, Michelle Kraines, Tricia Terleckey, and representatives from Fulton Montgomery Community College and Liberty ARC discussed how to meld SUNY Schenectady and Fulton-Montgomery’s DSP programs for better ease of us by Direct Support Professionals.

BUILDING ORGANIZATIONAL EFFECTIVENESS

Academic Affairs

Michelle Ragucci, Director of Academic Services, designed a Testing Center brochure for use within the Testing Center, the Office of Disability Resources, and for distribution at New Student Orientations and Open Houses. It details available services and resources within the Testing Center, the roles and responsibilities of faculty and students, and features QR codes/URLs to appointment forms, coversheets, and study materials.

College and High School Programs staff met with Schenectady City School District staff to discuss AY 2026-27 recruitment planning for the Early College grant program. CHS is currently working with 20 area high schools to offer 157 classes. This Fall they received over 3,000 course registrations for more than 1,950 students. That averages out to 1.5 courses per student.

Administration

Completion of the cafeteria skylight project was delayed during October due to some additional work needed on the skylight's foundational curb. Our architect, engineers and contractors together with our County engineers worked on potential solutions to this issue and proposed a remedy during late October. In the meantime, our contractor replaced windows in the cafeteria space that face Route 5. These windows were damaged from broken seals and required replacement.

The CST lobby and restroom project is nearing completion. A new entryway was installed along with a new interior staircase, tile floor, lighting and ceiling tiles. The new lobby extends the learning commons theme into the science building. We anticipate this project's completion in December.

In late October, the SUNY Board of Trustees approved the college's purchase of lower State Street properties for the Aquatic Center. These properties were acquired by the county for the college. In addition to the properties, SUNY approved the Aquatic Center project. The next steps involve the college and SUNY working together with DASNY to put the accounts in place and start the reimbursement process with the county.

Development and External Affairs

The Foundation is working on securing funding for 48 microscopes for the two science labs. So far, a request in the amount of \$10,000 was submitted to Pittcon.

Office of Diversity and Inclusion

On October 2, 2025, Catia Laird de Polanco, Associate Professor & Chief Diversity Officer, completed her aPHR recertification through the HR Certification Institute to facilitate continued strategic collaboration with the Office of Human Resources.

Human Resources

Employee Wellbeing and Engagement

- **“Wednesday Wellbeing” Campaign:** October featured a month-long series of themed wellness messages focused on holistic health and engagement:
 - *October 1 – “Walk”tober:* Launched weekly wellness walks to promote physical activity and social connection.
 - *October 8 – Breast Cancer Awareness:* Shared resources to support education and early detection.
 - *October 15 – Decluttering:* Encouraged mindful work habits through tips for maintaining organized, calm workspaces.
 - *October 22 – Proper Medication Disposal:* Promoted safe and responsible disposal of unused prescriptions.
- **Wellbeing Committee Initiatives:** The Workplace Wellbeing Committee is developing a slate of seasonal engagement opportunities to sustain community connection throughout the fall and winter months.
- **Employee Support Services:** HR provided individualized **leave counseling to seven employees** and **retirement counseling to five** current staff members, ensuring consistent support for employees through key life and career transitions.
- **Employee Onboarding:** Welcomed **14 new employees**, including **three student workers**, strengthening campus operations and student employment pathways.
- **Campus Engagement:** Coordinated the **Preschool Halloween Parade**, fostering campus-wide community spirit and interdepartmental engagement.
- **Vendor Collaboration:** Hosted **Corbridge’s onsite visit**, resuming in-person benefits advisement for employees.
- **Upcoming Event:** Final preparations are underway for the **Annual Employee Benefits Fair (November 6)**, which will showcase healthcare, retirement, and wellness resources for all employees.

Talent Acquisition and Search Activity

Searches in Progress: A total of **17 active searches** are underway:

- **9 Professional** positions
- **3 Faculty** positions
- **5 CSEA** positions

These searches reflect ongoing efforts to strengthen institutional capacity and support strategic priorities across all divisions.

Information Technology Services

In pursuit of greater operational efficiency and long-term sustainability, we undertook a strategic restructuring of our LogicalNet licensing agreement, our IT managed service provider. This initiative was driven by the dual goals of reducing recurring costs and enhancing the quality and responsiveness of technical support services. By renegotiating terms and aligning the license with our actual usage patterns and support needs, we will be able to achieve measurable savings while ensuring that our infrastructure remains well-supported and scalable.

In parallel, we completed a comprehensive renewal and reconfiguration of our Microsoft licensing. This effort involved a detailed analysis of user accounts, system requirements, and security needs across the

institution. The revised license structure not only delivers significant cost savings but also enables access to advanced features in cybersecurity, identity management, and collaboration tools. These enhancements will strengthen our ability to safeguard institutional data, enforce compliance standards, and streamline identity and access management across departments. The new configuration also positions us to better support hybrid work environments and future technology initiatives, ensuring that our digital ecosystem remains secure, efficient, and adaptable.

Student Affairs

Disability Resource Office

Update to Digital Accessibility: Electronic Information Technology Accessibility (EITA) and ADA Title II

- SUNY Schenectady continues to advance its commitment to **accessibility, equity, and compliance** with the SUNY EITA Policy and ADA Title II.
- Efforts emphasize:
 - Improving digital accessibility across all platforms.
 - Strengthening policy, governance, and procurement processes.

Key Institutional Initiatives

- Develop and finalize the **campus-wide EITA Policy**.
- Integrate **accessibility criteria** into procurement processes (including VPAT/ACR documentation).
- Align **HR onboarding and training** expectations with accessibility standards.
- Maintain **web, instructional, and digital asset inventories** to support compliance and remediation planning.

Ongoing Commitment

- SUNY Schenectady remains dedicated to:
 - Continuous improvement in accessibility.
 - Scaling training and professional development.
 - Strengthening monitoring, documentation, and accountability systems.
- These initiatives reflect a **proactive institutional commitment** to equitable participation and full compliance with federal and SUNY accessibility mandates.

Workforce Development and Community Education

On October 1, 2025, Sarah Wilson-Sparrow attended ASISTS training in support of the newly executed Regional Adult Education Network, Capital North grant contract.

On October 2, 2025, Sarah Wilson-Sparrow participated in a Strategic Planning meeting through her Executive Committee role with the Capital Region Workforce Development Board.

ENSURING FINANCIAL SUSTAINABILITY AND SELF-SUFFICIENCY

Academic Affairs

The School of Music held two recruiting events this month including a six-hour Brass Day for 30 prospective music students organized by Professor Allyson Keyser and a five-hour High School Choral Workshop for 400 prospective music students organized and hosted by Joseph Han, Choral Director with the assistance of adjunct faculty.

Kayla Pallas, Early College Project Director completed tuition billing for on-campus 11th and 12th graders with Marisa Daigle, Bursar for the Fall 2025 semester resulting in grant funding for more than \$116,000 in tuition and fees.

Administration

The college started the 2024-25 fiscal year audit process with our accountants at Lumsden and McCormick. Over the next three months, our auditors will visit the college, test transaction samples and make determinations on our fiscal policies and control procedures. We anticipate a report to the Board of Trustees in February of 2026.

Development Office

The Foundation shared 142 scholarship thank you notes with scholarship donors.

Notable gifts include:

\$10,000 Presenting Sponsorship for Food for Thought

\$10,000 for the Payback Scholarship.

\$5,000 for the Promise Fund

Information Technology Services

To proactively reduce long-term maintenance costs and increase system agility, we are executing a full-scale inventory of customizations across our enterprise platforms, including Banner and Argos. This initiative is a critical step in our broader strategy to retire Banner Self-Service 8 before the end of the calendar year, when it is formally end of life. By identifying and documenting all custom code, we are pinpointing opportunities to replace these modifications with vendor-supported features, standard APIs, or middleware solutions that offer greater flexibility and sustainability.

We are actively prioritizing customizations that pose upgrade risks or require disproportionate support resources. This analysis directly informs our phased de-customization roadmap, which we are now implementing. The roadmap outlines a clear, strategic path to eliminate unnecessary customizations in stages, ensuring minimal disruption while maximizing long-term benefits. Through this effort, we are reducing technical debt, streamlining future upgrades, and aligning our systems with best practices—ultimately positioning the institution for a smoother transition to modern platforms and more efficient use of resources.

Workforce Development and Community Education

On October 15, 2025, Sarah Wilson-Sparrow met with NY Creates to discuss procuring National Science Foundation funds in support of the Mobile Training Labs to provide demonstration, recruitment, and training events for C5 Schools, the BOCES system and Workforce Development Board. This initiative will support middle and high school students in entering chip manufacturing, general manufacturing, and alternative energy pathways in the Capital Region.

PRESIDENT'S OUTREACH



President Dr. Steady Moono and members of the Student Government Association.



Dr. and Mrs. Steady Moono, Board Chair Ann Fleming Brown, Dr. Stout, and members of the President's Council and their spouses at ACCT Leadership Congress in New Orleans.



**President Dr. Steady Moono, HCAT Dean David Brough, HCAT faculty and guests
at Chefs for Success.**